

This is a translation of the original version in Hungarian.

**Rába Járműipari Holding Nyrt.
Consolidated Financial Statements
for the year ended 31 December 2025**

Date, Győr, 31 March 2026

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Rába Járműipari Holding Nyrt.
Konszolidált pénzügyi helyzetre vonatkozó kimutatás
a 2025. december 31-ével végződő évre (adatok E Ft-ban)

Consolidated Statetment of Financial Position

Assets

	Note	31 December 2024	31 December 2025
Property, plant and equipment	7	31 069 604	30 406 983
Intangible assets	8	753 469	769 781
Investment property	9	317 635	193 060
Other investments	10	8 058	205
Egyéb hosszú lejáratú eszközök	28	60 283	0
Deferred tax assets	27	65 082	77 194
Total non-current assets		32 274 131	31 447 223
Inventories	11	12 555 901	11 688 202
Trade and other financial receivables	12	8 256 171	6 720 974
Other non-financial assets and receivables	13	2 702 737	2 618 359
Nyereségadó követelés	27	64 437	0
Cash and cash equivalents	14	613 444	6 714 383
Total current assets		24 192 690	27 741 918
Total assets		56 466 821	59 189 141

Equity and liabilities

Share capital	15	13 473 446	13 473 446
Treasury shares	15	-108 952	-108 952
Retained earnings	15	10 674 744	13 619 082
Total equity		24 039 238	26 983 576
Loans and borrowings	17,32	11 695 996	11 157 533
Deferred tax liabilities	27	330 763	372 401
Provisions	16	49 429	43 819
Other non-current liabilities	18	2 315 483	2 308 650
Total non-current liabilities		14 391 671	13 882 403
Provisions	16	251 425	339 153
Current portion of loans and borrowings	17,32	5 923 355	5 366 151
Trade and other financial liabilities	19	6 577 880	7 429 467
Other non-financial liabilities	20	5 283 252	4 917 349
Income tax liability	27	0	271 042
Total current liabilities		18 035 912	18 323 162
Total equity and liabilities		56 466 821	59 189 141

Rába Járműipari Holding Nyrt.
Consolidated Statement of Comprehensive Income
for the year ended 31 December 2025 (amounts in THUF)

Consolidated Statement of Comprehensive Income

	Note	2024.12.31 Restated	31 December 2025
Revenue	20	57 736 215	54 236 288
Cost of sales	23,24	-48 455 151	-45 262 511
Gross profit		9 281 064	8 973 777
Selling and marketing expenses	23	-335 875	-390 512
General and administrative expenses	23,24	-8 237 950	-9 672 217
Other income	25	2 478 668	8 515 761
Other expenses	25	-905 780	-3 651 112
Impairment loss on trade receivables and contract assets	25	-90 068	-19 095
Total other operating expenses		-7 091 005	-5 217 175
Operating profit		2 190 059	3 756 602
Finance income	26	1 617 035	2 094 749
Finance costs	26	-3 176 712	-1 908 031
Net finance income/ costs		-1 559 677	186 718
Profit before tax		630 382	3 943 320
Taxation	27	-587 404	-998 982
Profit for the year		42 978	2 944 338
Total comprehensive income for the year		42 978	2 944 338
Basic earnings per share (HUF)	30	3	221
Diluted earnings per share (HUF)	30	3	221

Rába Járműipari Holding Nyrt.
Consolidated Statement of Changes in Equity
for the year ended 31 December 2025 (amounts in THUF)

Consolidated Statement of Changes in Equity

	Share capital	Treasury shares	Retained earnings	Other comprehensive income	Total equity
Balance at 1 January 2024	13 473 446	-108 952	10 631 766	0	23 996 260
Profit for the year	0	0	42 978	0	42 978
Balance at 31 December 2024	13 473 446	-108 952	10 674 744	0	24 039 238
Profit for the year	0	0	2 944 338	0	2 944 338
Balance at 31 December 2025	13 473 446	-108 952	13 619 082	0	26 983 576

Rába Járműipari Holding Nyrt.
Consolidated Statement of Cash Flows
for the year ended 31 December 2024 (data are in THUF unless otherwise indicated)

Consolidated Statement of Cash Flows

	Note	31 December 2024 (Restated)	31 December 2025
Cash flows from operating activities			
Profit before tax		630.382	3.943.320
<i>Adjustments for non-cash items:</i>			
Effect of revaluation of FX cash and cash equivalents	24	114 894-37.834	-37 834-77.716
Interest income	12	0	5.679-4.136
Interest expenses	19	27,253	27 253-4.136
Depreciation and amortization	7,8	2,759,820	3.104.102
Impairment and scrapping of intangible assets, property, plant and equipment	25	650,000	3.211.030
Allowance for bad and doubtful debts	12	90,068	14.191
Impairment, scrapping of inventories carried at net realisable value	11	825,785	240.946
Changes in provisions	16	-106,464	82.118
Gain or loss on sale of property, plant and equipment and intangible assets	25	-2.049.123	-7.974.897
Gain or loss on acquisition of subsidiaries, share of profit or loss of associate	10	31.347	7.853
Period-end revaluation of loans	17,26	917.779	-977.541
<i>Changes in working capital:</i>			
Changes in trade and other receivables	12	-1.605.439	1.664.736
Changes in inventories	11	650.813	626.753
Changes in trade and other liabilities as well as in other non-current liabilities	19	-1.976.565	279.336
Taxes paid	27	-856.739	-703.195
Interest paid	26	-480.156	-432.384
Net cash from / used in operating activities		-529.073	3.010.195
Cash flows from investing activities			
Acquisition of property, plant and equipment and intangible assets	7,8	-5.818.840	-5.043.366
Proceeds from sale of property, plant and equipment and intangible assets	25	2.086.081	8.101.659
Acquisition of subsidiary, net of cash acquired	6, 10	-36.750	0
Interest received	26	115.078	72.861
Net cash used in investing activities		-3.654.431	3.131.154
Cash flows from financing activities			
Loans and borrowings	17,32	10.008.505	4.830.916
Repayment of loans and borrowings	17,32	-9.661.839	-4.949.042
Dividends paid		0	0
Net cash from / used in financing activities		346.666	-118.126
Net increase/decrease in cash and cash equivalents		-3.836.838	6.023.223
Cash and cash equivalents at 1 January		4.412.448	613.444
Changes in cash and cash equivalents		-3.799.004	6.100.939
Effect of revaluation of FX cash and cash equivalents		37.834	77.716
Cash and cash equivalents at 31 December		613.444	6.714.383

Notes to the Consolidated Financial Statements

Figures in the Notes are in thousands of forints unless otherwise indicated.

In the Notes, the term “balance sheet” shall mean the statement of financial position and the term “income statement” shall mean the statement of comprehensive income.

Note 1 Reporting entity

Rába Járműipari Holding Nyrt. (“the Company” or “Rába”) is a company incorporated under the laws of Hungary. The Company was transformed from a state owned enterprise into a company limited by shares on 1 January 1992.

Address of the Company’s registered office: Hungary 9027 Győr, Martin út 1.

The consolidated financial statements as at and for the year ended 31 December 2025 comprise the Company and its subsidiaries (Note 6) (together referred to as the “Group”). The Group’s core activity is the manufacture of vehicle components, mainly axles and chassis.

Shareholders

As at 31 December 2024 and 2025 the following shareholders were listed in the register of shareholders:

	31 December 2024	31 December 2025
	%	%
Publicly held shares	24.76	24.76
Nemzeti Védelmi Ipari Innovációs Zrt.	54.34	54.34
Széchenyi István Egyetemért Alapítvány	20.00	20.00
Treasury shares	0.90	0.90
	100.00	100.00

The parent company of Rába Automotive Holding Plc. is N7 Holding National Defence Industry Innovation Ltd., which exercises the ownership rights on behalf of the Hungarian State.

Note 2 Basis of preparation

a) Statement of compliance

The consolidated financial statements have been prepared in accordance with International Financial Reporting Standards as adopted by the EU, as well as with the provisions of Act C of 2000 on Accounting in effect in Hungary relating to entities preparing IFRS annual financial statements.

The Group recognizes assets expected to be realized during the normal operating cycle, or used or sold within the operating cycle and anticipated to be realized within 12 months from the end of the reporting period, as current assets. All other assets are classified as non-current assets.

The Group classifies its liabilities as current liabilities if they are expected to be settled during the normal operating cycle and are due within 12 months of the end of the reporting period. Additionally, liabilities for which the Group has no unconditional right to defer settlement beyond 12 months are also classified as current liabilities. All other liabilities are classified as long-term liabilities.

The Group also classifies its financial liabilities due within 12 months of the reporting period as current liabilities if they had an original maturity of more than 12 months and an agreement was reached after the reporting period but prior to the approval of the financial statements for disclosure.

The financial statements were authorised for issue by the Board of Directors on 31 March 2026.

b) Basis of measurement

In preparing the financial statements, management must assess the entity’s ability to continue as a going concern. The Group prepared its financial statements assuming that the business will continue to operate.

Except for the items listed in Note 4, the consolidated financial statements have been prepared on a historical cost basis.

The methods used to measure fair values are detailed in Note 4.

c) Functional and presentation currency

These consolidated financial statements are presented in Hungarian forints ("HUF"), which is the Group's functional currency. All financial information presented in HUF has been rounded to the nearest thousand.

d) Estimation uncertainties

The preparation of financial statements in conformity with IFRSs requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

Significant areas of estimation uncertainty and critical judgements in applying accounting policies that have the most significant effect on the amounts recognised in the consolidated financial statements are as follows:

i) Deferred tax assets

A deferred tax asset is recognised in the consolidated balance sheet only if the future utilisation of the tax loss is ensured. The recognition of such deferred tax assets is subject to the utilisation of tax loss carry forwards. The utilisation of certain amounts of such tax loss that can be carried forward is subject to statutory limitations and is dependent on the amount of future taxable income of the Group companies (can be used up to 50% of it). The Group assessed the reported amount of deferred tax asset for tax losses that can be carried forward based on future taxable profit estimated on the basis of the approved strategic business plans of the relevant entities. If the future taxable profit of the Group significantly differs from the amounts that were estimated, such differences could impact the amount of deferred tax assets and income tax expense of the Group.

ii) Allowance for bad and doubtful debts

The Group recognises impairment allowance for bad and doubtful debts to cover losses arising from inability of customers to pay. Impairment allowance for bad and doubtful debts amounted to THUF 19.095. Estimates used to assess the appropriateness of impairment allowance for bad and doubtful debts are based on ageing of receivables, the country risk of the customer's country of origin, forward-looking information, creditworthiness of the customer, changes in customer payment terms. In the case of trade receivables the Group applies the simplified approach under IFRS 9 5.5.15 and always measures the loss allowance at an amount equal to lifetime expected credit losses for trade receivables that result from transactions that are within the scope of IFRS 15 and that do not contain a significant financing component, using a provision matrix.

iii) Depreciation/Amortisation

Property, plant and equipment as well as intangible asset are recorded at cost and are written down over their useful lives using the straight-line method, or effective from 1 January 2019, using the unit of production method in the case of assets initially recorded after 1 January 2019. Depreciation and amortisation charge for the year ended 31 December 2024 amounted to THUF 2,759,820 and for the year ended 31 December 2025 THUF 3,104,102. Useful lives are determined based on previous experience relating to similar assets, expected technological development and changes in broader economic or industry factors. Estimated useful lives are reviewed annually. The residual value of assets is assessed on an item-by-item basis based on the expected value at the end of the useful life.

iv) Capitalisation of internally generated intangible assets

Expenditure is capitalised only if development costs can be measured reliably, the product or process is technically and commercially feasible, future economic benefits are probable, and the Group intends

to and has sufficient resources to complete development and to use or sell the asset.

v) Warranty provisions

The Group considers that the accounting estimate related to the determination of the provisions is a significant accounting estimate since it involves assumptions about future warranty claims. The Group recognized warranty provision a in an amount of THUF 1,773 for the year ended 31 December 2024 and THUF 1,835 thousand for the year ended 31 December 2025.

General provisions for warranties are recognised based on historical experience. Provisions for special cases are recognised based on the claims received and the expected cost of repair. The appropriateness of the provisions is reviewed quarterly.

vi) Fair values

Fair value measurement is described in Note 4. Fair values as at 31 December 2024 and 2025 are presented in the respective Notes.

vii) Impairment test of non-financial assets

Each year the Group assesses whether there are any external or internal indications specified in IAS 36 which would require to perform an impairment test in relation to tangible or intangible assets. Impairment is presented under Note 7. Furthermore, during inventory taking of tangible assets the Group assesses whether impairment or scrapping is necessary at the level of individual assets

viii) Impairment of inventories and estimation of the realisable value

Inventories are stated in the balance sheet at the lower of cost and net realisable value.

The Group estimates the net realisable value as the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

ix) Measurement of investment property

The Group records its investment properties at cost, their fair value is presented in the Notes. The fair value was measured by an independent expert as at 31 December 2025. During estimation the reference values of property of similar nature, location and condition were also taken into account. Principal assumptions and fair values are presented in Note 9.

x) Government grants

The Group has government grants awarded by tenders that typically relate to construction of property, plant and equipment, which are accounted for in income in proportion to the depreciation of the related asset. These are publicly available tenders, therefore the Group treats these as government grants received as a public-sector entity.

Note 3 Significant accounting policies

The accounting policies set out below have been applied consistently to all periods presented in these consolidated financial statements, and have been consistently applied by Group entities. The amended standards that became effective in the reporting year had no material impact on the financial statements. The Group has further examined the standards that are not yet in force to determine their potential impact on the financial statements

a) Amended standards and interpretations issued by IASB that are effective and have been adopted by the European Union

A number of new standards are effective for financial years beginning after 1 January 2025 and earlier application is permitted. The Group did not use the option of early adoption.

- **IAS 21 The Effects of Changes in Foreign Exchange Rates: Lack of Exchangeability (Amendments)**

The amendments are effective for annual reporting periods beginning on or after January 1, 2025, with earlier application permitted. The amendments specify how an entity should assess whether

a currency is exchangeable and how it should determine a spot exchange rate when exchangeability is lacking. A currency is considered to be exchangeable into another currency when an entity is able to obtain the other currency within a time frame that allows for a normal administrative delay and through a market or exchange mechanism in which an exchange transaction would create enforceable rights and obligations. If a currency is not exchangeable into another currency, an entity is required to estimate the spot exchange rate at the measurement date. An entity's objective in estimating the spot exchange rate is to reflect the rate at which an orderly exchange transaction would take place at the measurement date between market participants under prevailing economic conditions. The amendments note that an entity can use an observable exchange rate without adjustment or another estimation technique. It had no impact on the Company's operations.

b) Standards and interpretations issued by the IASB and adopted by the EU that are not yet effective.

- **IFRS 9 Financial Instruments and IFRS 7 Financial Instruments: Disclosures - Classification and Measurement of Financial Instruments (Amendments)**

The amendments are effective for annual reporting periods beginning on or after January 1, 2026. Early adoption of amendments related to the classification of financial assets and the related disclosures is permitted, with the option to apply the other amendments at a later date. The amendments clarify that a financial liability is derecognised on the 'settlement date', when the obligation is discharged, cancelled, expired, or otherwise qualifies for derecognition. They introduce an accounting policy option to derecognise liabilities settled via electronic payment systems before the settlement date, subject to specific conditions. They also provide guidance on assessing the contractual cash flow characteristics of financial assets with environmental, social, and governance (ESG)-linked features or other similar contingent features. Additionally, they clarify the treatment of non-recourse assets and contractually linked instruments and require additional disclosures under IFRS 7 for financial assets and liabilities with contingent event references (including ESG-linked) and equity instruments classified at fair value through other comprehensive income. The amendments have not yet been endorsed by the EU. It will have no impact on the Company's operations.

- **IFRS 9 Financial Instruments and IFRS 7 Financial Instruments: Disclosures - Contracts Referencing Nature-dependent Electricity (Amendments)**

The amendments are effective for annual reporting periods beginning on or after January 1, 2026, with earlier application permitted. The amendments include clarifying the application of the 'own-use' requirements, permitting hedge accounting if contracts in scope of the amendments are used as hedging instruments, and introduce new disclosure requirements to enable investors to understand the impact of these contracts on a company's financial performance and cash flows. The clarifications regarding the 'own-use' requirements must be applied retrospectively, but the guidance permitting hedge accounting have to be applied prospectively to new hedging relationships designated on or after the date of initial application. The amendments have not yet been endorsed by the EU. It will have no impact on the Company's operations.

- **IFRS 18 Presentation and disclosure in financial statements**

IFRS 18 introduces new requirements on presentation within the statement of profit or loss. It requires an entity to classify all income and expenses within its statement of profit or loss into one of the five categories: operating; investing; financing; income taxes; and discontinued operations. These categories are complemented by the requirements to present subtotals and totals for 'operating profit or loss', 'profit or loss before financing and income taxes' and 'profit or loss'.

It also requires disclosure of management-defined performance measures, which are subtotals of income and expenses, and includes new requirements for aggregation and disaggregation of financial information based on the identified 'roles' of the primary financial statements and the notes. In addition, there are consequential amendments to other accounting standards.

IFRS 18 is effective for reporting periods beginning on or after January 1, 2027, with earlier application permitted. Retrospective application is required. The amendments have not yet been endorsed by the EU. The Company has started preparing for the implementation of the standard.

- **IFRS 19 Subsidiaries without Public Accountability: Disclosures**

IFRS 19 permits subsidiaries without public accountability to use reduced disclosure requirements if their parent company (either ultimate or intermediate) prepares publicly available consolidated financial statements in compliance with IFRS accounting standards. These subsidiaries must still apply the recognition, measurement and presentation requirements in other IFRS accounting standards. Unless otherwise specified, eligible entities that elect to apply IFRS 19 will not need to apply the disclosure requirements in other IFRS accounting standards. IFRS 19 is effective for reporting periods beginning on or after January 1, 2027, with early application permitted. The amendments have not yet been endorsed by the EU. It will have no impact on the Company's operations.

- **Annual Improvements to IFRS Accounting Standards – Volume 11**

The IASB's annual improvements process deals with non-urgent, but necessary, clarifications and amendments to IFRS. In July 2024, the IASB issued Annual Improvements to IFRS Accounting Standards — Volume 11. An entity shall apply those amendments for annual reporting periods beginning on or after January 1, 2026. The Annual Improvements to IFRS Accounting Standards - Volume 11, includes amendments to IFRS 1, IFRS 7, IFRS 9, IFRS 10, and IAS 7. These amendments aim to clarify wording, correct minor unintended consequences, oversights, or conflicts between requirements in the standards. The standard has not been endorsed by the EU. It will have no impact on the Company's operations.

- **Amendments in IFRS 10 Consolidated Financial Statements and IAS 28 Investments in Associates and Joint Ventures: Sale or Contribution of Assets between an Investor and its Associate or Joint Venture**

The amendments address an acknowledged inconsistency between the requirements in IFRS 10 and those in IAS 28, in dealing with the sale or contribution of assets between an investor and its associate or joint venture. The main consequence of the amendments is that a full gain or loss is recognised when a transaction involves a business (whether it is housed in a subsidiary or not). A partial gain or loss is recognised when a transaction involves assets that do not constitute a business, even if these assets are housed in a subsidiary. In December 2015 the IASB postponed the effective date of this amendment indefinitely pending the outcome of its research project on the equity method of accounting. The amendments have not yet been endorsed by the EU. The Company has assessed the impact of the standard and, at present, it will have no impact on its operations.

c) Standards and interpretations issued by the IASB and not adopted by the EU

- **IFRS 19 Subsidiaries without Public Accountability: Disclosures**

The amendments are to be applied for reporting periods beginning on or after 1 January 2027. The standard permits eligible subsidiaries to apply reduced disclosure requirements while complying with the recognition, measurement and presentation requirements of IFRS Accounting Standards. The standard is not relevant to the Company's operations.

- **Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates – Translation to a Hyperinflationary Currency**

The amendments are to be applied for reporting periods beginning on or after 1 January 2027. The requirements apply when an entity's functional currency is not hyperinflationary, but the financial statements are translated into a hyperinflationary currency, or when amounts denominated in a non-hyperinflationary currency are restated into a hyperinflationary currency. The purpose of the amendments is to improve the usefulness of information, ensure

consistent practice and support cost efficiency. The standard will have no impact on the Company's operations.

d) Basis of consolidation

i) The consolidated annual financial statements comprise the Company and the subsidiaries controlled by it.

The Group controls an investee when it is exposed, or has rights, to variable returns from its involvement with the investee and has the ability to affect those returns through its power over the investee. An investor has power over an investee when the investor has existing rights that give it the current ability to direct the relevant activities of the investee. Relevant activities are activities of the investee that significantly affect the investee's returns.

Subsidiaries are presented in Note 6 (Rába Futómű Kft., Rába Jármű Kft., Rába Járműalkatrész Kft., REKARD Kft.).

The financial statements of the subsidiaries are included in the consolidated financial statements from the date on which control commences until the date on which control ceases.

ii) Associates are those entities in which the Group has significant influence, but not control, over the financial and operating policies. Significant influence is presumed to exist when the Group holds between 20 and 50 percent of the voting power of another entity. Joint ventures are those entities over which the Group has joint control, established by contractual agreement and requiring unanimous consent for strategic financial and operating decisions. The companies are presented in detail in Note 10.

Associates and joint ventures are accounted for using the equity method (equity-accounted investees), and are recognised initially at cost; afterwards the Group increases or decreases the carrying amount to recognise the Group's share of profit or loss of the investee after the date of acquisition.

When the Group acquires control over another entity (acquiree) (business combination), the transaction is recognised as follows. The acquisition date is the date on which the Group effectively obtains control of the acquiree. Prior to this, advances for investments are recognised within trade and other receivables. Goodwill – which is the excess of the consideration paid for the acquiree over the Group's interest in the acquisition-date value of the acquired identifiable assets, liabilities and contingent liabilities – is recognised within intangible assets in the consolidated financial statements at cost less accumulated impairment. Goodwill acquired is tested for impairment at least annually, or more frequently if events or changes in circumstances indicate that goodwill might be impaired.

iii) Transactions eliminated on consolidation

Intra-group balances and transactions, and any unrealised income and expenses arising from intra-group transactions are eliminated during consolidation. Unrealised gains arising from transactions with equity accounted investees are eliminated against the investment to the extent of the Group's interest in the investee. Unrealised losses are eliminated in the same way as unrealised gains, but only to the extent that there is no evidence of impairment.

e) Foreign currency transactions

Transactions in foreign currencies are translated into HUF, which is the functional currency of all Group entities, at the exchange rates at the dates of the transactions.

Monetary assets and liabilities denominated in foreign currencies at the reporting date are translated into the functional currency at the exchange rate at that date.

The foreign currency gain or loss on monetary items is the difference between amortised cost in the functional currency at the beginning of the period, adjusted for effective interest and payments during the period, and the amortised cost in foreign currency translated using the exchange rate at the end of the period.

Non-monetary assets and liabilities denominated in foreign currencies that are measured at fair value are translated into the functional currency at the exchange rate at the date that the fair value was

determined. Foreign currency differences arising on translation are recognised in the consolidated income statement.

f) Financial instruments

Initial recognition and measurement

The Group recognises financial instruments in the statement of financial position when it becomes a party to the contractual provisions of the instrument. The Group applies settlement date accounting for regular-way purchases or sales of financial assets.

At initial recognition, the Group measures a financial asset or financial liability at its fair value plus or minus, in the case of a financial asset or financial liability not at fair value through profit or loss, transaction costs that are directly attributable to the issue or acquisition of the financial asset or financial liability (except for trade receivables, where there is no significant financing component; these are recognised at transaction price as per IFRS 15).

Classification of financial assets

On initial recognition the Group classifies the financial assets as measured at amortised cost, at fair value through other comprehensive income or at fair value through profit or loss.

Financial assets that are debt instruments are measured by the Group at amortised cost, if both of the following conditions are met:

- the financial asset is held within a business model whose objective is to hold financial assets to collect contractual cash flows; and
- the contractual terms of the financial asset give rise, on specified dates, to cash flows that are solely payments of principal and interest on the principal amount outstanding (hereinafter referred to as: SPPI).

Financial assets that are debt instruments are measured by the Group at fair value through other comprehensive income if both of the following conditions are met:

- the financial asset is held within a business model whose objective is achieved by both collecting contractual cash flows and selling financial assets; and
- the contractual terms of the financial asset give rise, on specified dates, to cash flows that are solely payments of principal and interest on the principal amount outstanding.

As a rule, investments in equity instruments (which relates to all investments in equity instruments which is not considered an equity investment in a subsidiary, joint venture or associate) shall be measured at fair value through profit or loss; however, on initial recognition the Group may make an election to present subsequent changes in the fair value of the instrument in other comprehensive income rather than in profit or loss. This election shall be made on an instrument-by-instrument basis and is irrevocable; the related decision is made by the Group at initial recognition.

Business model applied to manage financial assets

Upon the initial recognition of a financial asset, the Group assesses whether based on the facts and circumstances that exist at that date it holds the given financial asset in a business model whose objective is to hold assets to collect contractual cash flows, or both to collect contractual cash flows and to sell financial assets.

As at 31 December 2024 and 31 December 2025, for all debt instruments the objective of the Group's business model is to hold to maturity and collect the contractual cash flows.

Assessment of contractual cash flows

On initial recognition the Group examines the contractual cash flows of financial assets that are debt instruments, based on which it determines whether the contractual terms of the given financial asset give rise, on specified dates, to cash flows that are solely payments of principal and interest on the principal amount outstanding (SPPI test passed) or not (SPPI test not passed).

When assessing whether the contractual terms of the financial asset give rise, on specified dates, to cash flows that are solely payments of principal and interest on the principal amount outstanding, principal is the fair value of the financial asset at initial recognition. Interest consists of consideration for the time value of money, for the credit risk associated with the principal amount outstanding during a particular period of time and for other basic lending risks and costs (for example liquidity risk and administrative costs), as well as profit margin.

The Group analyses the contractual terms of the financial asset to determine whether they give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding, i.e. whether they are consistent with the terms of a basic loan agreement.

In respect of its debt instruments as at 31 December 2024 and 31 December 2025, the Group deems that the contractual terms of those instruments give rise, on specified dates, to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Classification of financial liabilities

The Group classifies all financial liabilities as subsequently measured at amortised cost, except for financial liabilities measured at fair value through profit or loss. The latter liabilities, including derivative instruments that are liabilities, shall be measured subsequently at fair value.

Derecognition of financial assets and financial liabilities

The Group derecognises financial assets when its rights to the contractual cash flows cease or expire, or if the contractual rights related to the asset are transferred in a transaction in which either:

- substantially all of the risks and rewards of ownership are transferred; or
- the Group neither transfers nor retains substantially all of the risks and rewards of ownership and it does not retain control of the asset.

The gain or loss on the derecognition is the difference between the carrying amount and the consideration received, and it is recognised in profit or loss.

The Group derecognises financial liabilities when the contractual obligations are discharged, cancelled or expire. The difference between the carrying amount of a financial liability (or part thereof) extinguished or transferred to a third party and the consideration paid is recognised in profit or loss.

i) Non-derivative financial instruments

Non-derivative financial instruments comprise investments in equity and debt securities, trade and other financial receivables, cash and cash equivalents, loans and borrowings, as well as trade and other financial liabilities.

Subsequent to initial recognition non-derivative financial instruments are measured as described below.

Cash and cash equivalents

Cash and cash equivalents comprise cash balances and call deposits. Bank overdrafts that are repayable on demand and form an integral part of the Group's cash management are included as a component of cash and cash equivalents for the purpose of the statement of cash flows.

Trade and other financial receivables

Trade and other financial receivables shall be measured at amortised cost using the effective interest method, less accumulated impairment losses. The amount of impairment losses is included in Impairment loss on trade receivables and contract assets.

Other investments

Gidrán Páncélozott Járművek Kft. was established in December 2023; it carried out no activity in 2025 yet. The Group has 49% ownership share in the company. It is presented in detail in Note 10.

Loans and borrowings

Loans and borrowings are recognised initially at fair value, less transaction costs. Subsequent to initial recognition, loans and borrowings are measured at amortised cost using the effective interest method. Information on fair values is disclosed in the Notes. The fair value of loans and borrowings for disclosure

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purposes is the present value of future principal and interest cash flows discounted using the reporting-date market interest rate.

When borrowings are repurchased or settled before maturity, any difference between the amount repaid and the carrying amount is recognised immediately in profit or loss.

Borrowing costs include interest and other costs incurred by the Group in connection with borrowing funds.

Other non-derivative financial instruments

Other non-derivative financial assets are measured at amortised cost using the effective interest method, less any impairment losses.

Other non-derivative financial liabilities (including trade and other financial liabilities) are measured at amortised cost using the effective interest method.

g) Share capital

Ordinary shares

Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of ordinary shares and share options are recognised as a deduction from equity, net of any tax effects.

Repurchase of share capital (treasury shares)

When treasury shares are repurchased, the amount of the consideration paid, which includes directly attributable costs, is recognised as a deduction from equity.

h) Property, plant and equipment

i) Recognition and measurement

Items of property, plant and equipment are measured at cost less accumulated depreciation and impairment losses.

Historical cost includes expenditure that is directly attributable to the acquisition of the items. The cost of self-constructed assets includes the cost of materials and direct labour, any other costs directly attributable to bringing the assets to a working condition for their intended use, and the costs of dismantling and removing the items and restoring the site on which they are located. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment. Borrowing costs attributable to the acquisition, construction or production of assets are capitalised. Borrowing costs of HUF 28,525 thousand were recognised in 2024, while no such costs were incurred in 2025.

When parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

Any gain or loss on sale of an item of property, plant and equipment is recognised in the income statement on a net basis within other income or other expenses.

ii) Subsequent expenditure

The cost of replacing part of an item of property, plant and equipment is recognised in the carrying amount of the asset if it is probable that the future economic benefits embodied within the part will flow to the Group and its cost can be measured reliably. The carrying amount of the replaced part is derecognised. The costs of the day-to-day servicing of property, plant and equipment are recognised in profit or loss as incurred.

iii) Depreciation

Depreciation is recognised in the income statement using the straight-line method, based on the useful lives of each part of an item of property, plant and equipment. Land is not depreciated. For assets where production output can be measured well, a material difference is expected between production in different years and the depreciation of the asset is more closely related to the units produced, the unit of production method can be used; reasons for the use of this method must be provided.

The estimated useful lives for the reporting period and the comparative period are as follows:

- Buildings	10-50 years
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- Plant and equipment

3-25 years

The Group accounts for depreciation on right-of-use assets as described in **k)** Accounting for leased assets.

Depreciation methods, useful lives and residual values are reviewed at each reporting date.

i) Intangible assets

i) Formation and restructuring, Research and development

To assess whether an internally generated intangible asset meets the criteria for recognition, the Group classifies the generation of the asset into:

- a research/assessment phase; and
- a development phase.

The Group recognises research costs as cost when they arise. An intangible asset arising from development (or from the development phase of an internal project) is recognised and costs can be capitalised if, and only if, the Group can demonstrate that all of the following criteria are satisfied:

- The technical feasibility of completing the intangible asset so that it will be suitable for use or sale.
- The Group's intention to complete the intangible asset, and use it or sell it.
- The Group's ability to use or sell the intangible asset.
- How the intangible asset will generate future economic benefits. Among other things, the Group shall demonstrate the existence of a market for the output of the intangible asset or the intangible asset itself or, if it is to be used internally, the usefulness of the intangible asset.
- The availability of adequate technical, financial and other resources to complete the development and to use or sell the intangible asset.
- The Group's ability to reliably measure the expenditure attributable to the intangible asset during its development.

The cost of an internally generated intangible asset comprises all directly attributable costs necessary to create, produce, and prepare the asset to be capable of operating in the manner intended by management.

If the Group cannot distinguish the research/assessment phase from the development phase of an internal project to create an intangible asset, it shall account for the expenditure on the project as expense in the period when it is incurred.

During the year the management reviewed the recovery of internally generated intangible assets; no expenditure was capitalised in the reporting year due to failing to meet the criteria. Expenditure on research is recognised as an expense when incurred. Development expenditure on individual projects can be carried forward if future recovery is clearly demonstrated.

The Group did not capitalise any expense related to research and development or formation and restructuring under intangible assets in the previous year while such costs were recognized in the reporting year. These expenses are accounted for within indirect costs in the profit or loss for the year. Development expenditure can be capitalised based on individual assessment if its recovery can be demonstrated.

ii) Other intangible assets

Other intangible assets that are acquired by the Group are measured at cost less accumulated amortisation and accumulated impairment losses. The cost includes costs directly attributable individually to the intangible asset which arose until such was ready for use, including taxes and duties.

iii) Subsequent expenditure

Subsequent expenditure is capitalised only when it increases the future economic benefits embodied in the specific asset to which it relates. All other expenditure, including expenditure on brands, is recognised in profit or loss as incurred.

iv) Amortisation

Amortisation is recognised in the income statement on a straight-line basis over the estimated useful lives of intangible assets, other than goodwill, from the date that they are available for use. The estimated useful lives for the reporting period and the comparative period are as follows:

- | | |
|--------------------------|-----------|
| - Intellectual property | 3-8 years |
| - Rights and concessions | 3-8 years |

Amortisation methods, useful lives and residual values are reviewed at each reporting date.

j) Investment property

Investment property is property held either to earn rental income or for capital appreciation or for both, rather than for sale in the ordinary course of business, use in the production or supply of goods or services or for administrative purposes. Investment properties are measured at cost less accumulated depreciation and accumulated impairment loss. Useful lives are determined as described in Section g).

When the use of a property changes such that it is reclassified as property, plant and equipment, its net carrying amount at the date of reclassification remains its cost for subsequent accounting.

Estimation for the fair value of investment property is included in Notes 4 and 9.

k) Leased assets

Right-of-use assets, leased assets

A contract that conveys the right to use an underlying asset for an agreed period of time in exchange for consideration is considered a lease.

The right to use the asset identified in the lease contract (underlying asset) is recognised as a right-of-use asset in the statement of financial position line item which includes the underlying asset, at the lease commencement date (the date on which the lessor makes an underlying asset available for use). The right-of-use asset is initially measured at cost (amount of the lease liability adjusted for initial payments and restoration costs). Subsequently it is measured at cost less any accumulated depreciation and any accumulated impairment losses.

Depreciation is accounted for from the commencement date over the shorter of the useful life and the lease term.

The Group uses the practical expedient provided in IFRS 16 and it does not apply the above requirements relating to leases to short-term leases and leases for which the underlying asset is of low value, and recognises the lease payments (rentals) on a straight-line basis in profit or loss. The Group considers assets with an individual cost not exceeding HUF 1 million and that are not dependent on, or interrelated with, other assets (computer, telephone, vending machines operated within the Group's premises) low-value underlying assets.

Lease requirements are not applied to leases of intangible assets, if any; those are treated as renting by the Group.

The lease liability is the present value of future lease payments. Lease payments are discounted using the interest rate implicit in the lease, or if this is not readily determinable, then the Group uses to discount lease payments the interest rate of a loan that is based on similar conditions and can be drawn at the date when the lease contract is signed, adjusted for the terms and conditions of the lease and the leased asset. The Group accounts for lease payments based on the effective interest rate as payment of principal and interest.

If relevant data are available, the Group excludes from the initial cost of the lease the value of other services included in the contract, and still accounts for them as current costs in profit or loss when incurred.

Accounting treatment for lessors

Finance lease

A finance lease is a transaction which transfers substantially all the risks and rewards incidental to ownership of an underlying asset to the lessee. Considering its nature, a finance lease is similar to the financing of the sale of an asset. Recognition in the financial statements is based on the real substance

of the transaction rather than its legal form (i.e. as if the lessor sold the underlying asset to the lessee). The Group had no finance lease contracts as a lessor either in FY 2024 or FY 2025.

Operating lease

An operating lease is a transaction that does not transfer substantially all the risks and rewards incidental to ownership of an underlying asset. Generally, this is a simple, short-term lease arrangement (operating lease) whereby the rental received is recognised in the statement of profit or loss and its primary impact on the balance sheet is related to the timing of lease payments.

l) Inventories

Inventories are measured at the lower of cost and net realisable value. The cost of inventories is based on the weighted average cost formula, and includes expenditure incurred in acquiring the inventories, production or conversion costs and other costs incurred in bringing them to their present location and condition. In the case of self-manufactured inventories and work in progress, cost includes an appropriate share of production overheads based on normal operating capacity.

Net realisable value is the estimated selling price in the ordinary course of business, less the estimated costs of completion and selling expenses. Inventory write-offs and scrapped items are accounted for in operating expenses.

m) Impairment

i) Financial assets

The Group recognises impairment for expected credit losses in the case of financial assets measured at amortised cost (trade and other financial receivables) and contract assets under IFRS 15.

At each reporting date the Group measures loss allowances at an amount equal to lifetime expected credit loss, if the credit risk of the financial asset has risen significantly since initial recognition.

If the credit risk of a financial asset is low as at the reporting date or it has not risen significantly from the initial recognition until the reporting date, the Group measures the loss allowance for the given financial asset at an amount equal to 12-month expected credit loss.

As an exception from the above rules, the Group always measures the loss allowance for trade receivables or contract assets that result from transactions that are within the scope of IFRS 15 which do not contain a significant financing component in line with IFRS 15 at an amount equal to lifetime expected credit loss.

If there are no reasonable expectations of recovering a financial asset in its entirety or a portion thereof, then the Group reduces the gross carrying amount of the financial asset directly. A write-off constitutes a derecognition event.

Individually significant financial assets are tested for impairment on an individual basis. The difference between the cost of a financial asset (cash flows due over the lifetime of the financial asset) and the cash flows expected to be received, discounted using the original effective interest rate, is assessed at each reporting date. The difference shall be established for the lifetime of the asset and for a period not more than 12 months from the reporting date. If credit risk has increased significantly since initial recognition, impairment allowance is modified to be the expected credit loss that results from possible default events over the expected life.

On initial recognition the Group does not consider a receivable credit-impaired and therefore does not recognise impairment, if based on historical and forward-looking information it expects that the whole amount of the given receivable will be settled by the contractual due date.

Receivables with less than 30 days in default are rated low-risk and thus impairment allowance is recognised for them at an amount equal to 12-month credit loss, unless there is an unrebuttable evidence that the customer failed to meet its payment obligation due to its financial difficulties. A default more than 30 days is considered by the Group a significant increase in credit risk and a lifetime expected credit loss is recognised. In the case of a default more than 90 days as at the reporting date also a lifetime expected credit loss is recognised, because the Group deems the partner non-performing (default).

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Trade receivables, contract assets and lease receivables are grouped together into groups with shared credit risk characteristics, which are tested by the Group for impairment on a collective basis. Based on a provision matrix, lifetime expected credit loss is measured and recognised.

Default and increase in credit risk are assessed on a collective basis – by market category –, based on historical statistic data and using loss rates.

When individual large items influence the data and/or an un rebuttable evidence is available indicating that the default is not a significant increase in credit risk, impairment of the receivables is calculated after adjustment for these items to avoid distortions.

As at the reporting date the Group assesses expected credit loss for outstanding receivables based on historical information using the loss rate related to the given ageing category, then adjusts it based on forward-looking information.

If the credit risk on a financial asset for which a lifetime expected credit loss was recognised later improves so that the recognition criteria for lifetime expected credit loss are no longer met, the loss allowance is measured at an amount equal to 12-month credit losses.

ii) Non-financial assets

Except for deferred tax assets and inventories, at each reporting date the Group reviews the carrying amounts of its non-financial assets to determine whether there is any indication of impairment. If any such indication exists, the asset's recoverable amount is estimated.

For intangible assets that have indefinite lives or that are not yet available for use, the recoverable amount is estimated at each reporting date.

The recoverable value of an asset or cash-generating unit is the higher of its value in use and its fair value less costs of disposal.

In assessing value in use, the estimated future cash flows are discounted to their present value using a discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. For the purpose of impairment testing, assets are grouped together into the smallest group of assets that generates cash inflows from continuing use that are largely independent of the cash inflows of other assets or groups of assets ("cash-generating unit").

An impairment loss is recognised if the carrying amount of an asset exceeds its estimated recoverable amount. Impairment losses are recognised in the income statement. Impairment losses recognised in respect of cash-generating units shall be allocated first to reduce the carrying amount of any goodwill allocated to the units and then the carrying amount of the other assets in the unit (group of units) are reduced on a pro rata basis.

Impairment losses recognised in prior periods are assessed at each reporting date for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, if no impairment loss had been recognised.

On each balance sheet date, the Group assesses whether there is any indication (indicator) that an asset needs to be impaired. If there is an indicator or annual impairment test is required for an asset, the Group will estimate the recoverable value of the asset. The recoverable amount is the higher of the fair value less disposal costs and the value in use of the asset or CGU (cash-generating unit). The recoverable value must be determined for individual assets, except where the asset does not generate inflows that is largely independent of those from other assets or groups of assets. If the carrying amount of an asset or CGU exceeds the recoverable value, the asset is subject to impairment and must be written off at its recoverable value.

When determining value in use, estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market estimates of the time value of money and the risks specific to the asset. Recent market transactions are taken into account when determining fair value less disposal costs. Where such transactions cannot be identified, an appropriate valuation model should be applied. These calculations are supported by valuation multiples, quoted share prices of listed companies or other available fair value indicators.

The Group bases its impairment calculation on the most recent plans and forecast calculations, which are prepared separately for the Group's CGUs (cash generating units) to which each asset is allocated. These plans and forecast calculations are typically for five years. To forecast future cash flows after the fifth year, the long-term growth rate is calculated and applied.

Impairment losses from continuing operations are recognised in the income statement in the expense categories corresponding to the function of the impaired assets, with the exception of properties previously recognised in Other comprehensive income.

Assets with no related goodwill are measured at each reporting date to determine whether there is any indication that the impairment loss previously recognised no longer exists or has decreased. If there is such an indication, the Group will estimate the recoverable value of the asset or CGU. Previously recognised impairment losses can only be reversed if the assumptions used to determine the recoverable value of the asset have changed since the last time when impairment loss was accounted for. Write-back is limited so that the book value of the asset does not exceed its recoverable value and does not exceed the carrying amount determined by deducting depreciation. Such write-back is recognised in the income statement, unless the asset is shown at the revalued amount, in which case the write-back is treated as revaluation increment.

Impairment of non-financial assets occurs when the carrying amount of an asset or cash-generating unit exceeds its recoverable value, which is the higher of its fair value less disposal costs and its value in use. The calculation of fair value less disposal costs is based on data from binding sales transactions conducted at arm's length, less the additional costs of asset disposal. The calculation of the use value is based on the DCF model. Cash flows are derived from plans for the next five years and do not include restructuring activities to which the Group has not yet committed or significant future investments that will improve the performance of the tested CGU assets. The recoverable value is sensitive to the discount rate used for the DCF model, as well as to the expected future cash inflows and the growth rate used for growth purposes. The main assumptions used to determine the recoverable value of the various CGUs, including the sensitivity analysis, are included and explained in more detail in Note 7.

n) Employee benefits

Short-term employee benefit obligations are measured on an undiscounted basis and are recognised when the related service is provided.

A provision is recognised for the amount expected to be paid under short-term cash bonuses or profit-sharing plans if the Group has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

Contributions and taxes are paid at the statutory rates in force during the year. Employer's tax and contribution expenses on wages and other staff benefits are accounted for in profit or loss in the period when the related wages and other staff costs are incurred.

The Group pays social contribution tax to the state budget.

Termination benefits are recognised as an expense when the Group is demonstrably committed, without realistic possibility of withdrawal, to a present detailed plan to either terminate employment before the normal retirement date, or to provide termination benefits as a result of an offer made to encourage voluntary redundancy. Termination benefits for voluntary redundancies are recognised as an expense if the Group has made an offer of voluntary redundancy, it is probable that the offer will be accepted, and the number of acceptances can be estimated reliably.

o) Provisions

A provision is recognised if, as a result of a past event, the Group has a present legal or constructive obligation that can be estimated reliably, and it is probable that an outflow of economic benefits will be required to settle the obligation. Provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability.

Warranties

A provision for warranties is recognised when the underlying products or services are sold. The

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provisions are based on historical warranty data and a weighting of possible outcomes against their associated probabilities.

Restructuring

A provision for restructuring is recognised when the Group has approved a detailed and formal restructuring plan, and the restructuring has either commenced or has been announced publicly.

Provisions for environmental protection liabilities

A provision for an obligation relating to elimination of pollution is recognised when the pollution occurs. In the case of pollution caused by commissioning of property, plant and equipment that is to be eliminated upon decommissioning, environmental protection costs are capitalised in the value of the asset. Environmental protection costs arising during production of inventories are capitalised in the cost of inventories or recognised as costs, depending on their nature. The Rába Group does not use any assets or inventories in the course of its operations for which a provision for environmental obligations should be recognised.

p) Revenue

The four strategic divisions of the Group is the manufacture of

- axles, axle main components and parts developed for commercial utility vehicles, agricultural power machines and earthwork machines (axle segment)
- parts for passenger cars (parts segment),
- special vehicles (vehicles segment), and
- gearboxes developed for commercial vehicles and agricultural power machines and their assembled parts (gear unit segment).

Under the provisions of the related standard (IFRS 15), the Group may recognise revenue when it satisfies a performance obligation by transferring a good or service to a customer. An asset is transferred when (or as) the customer obtains control of that asset.

A contract is an agreement between two or more parties that creates enforceable rights and obligations. Contracts can be written, oral or implied by an entity's customary business practices. Irrespective of the form, contracts shall have commercial substance. Further condition is that it shall create rights and obligations that are legally enforceable.

A contract can be accounted for when all of the following criteria are met:

- the parties to the contract have approved the contract and are committed to perform their respective obligations;
- the Group can identify each party's rights regarding the goods or services to be transferred;
- the Group can identify the payment terms for the goods or services to be transferred;
- the contract has commercial substance (i.e. the risk, timing or amount of the Group's future cash flows is expected to change as a result of the contract); and
- it is probable that the Group will collect the consideration to which it will be entitled in exchange for the goods or services that will be transferred to the customer. In evaluating whether collectability of an amount of consideration is probable, the Group shall consider only the customer's ability and intention to pay that amount of consideration when it is due.

In case of contract modifications, the change in the content of the contract shall be examined, because in some cases a contract modification shall be accounted for as a separate contract.

The Group shall combine two or more contracts entered into at or near the same time with the same customer (or related parties of the customer) and account for the contracts as a single contract if one or more of the following criteria are met:

- the contracts are negotiated as a package with a single commercial objective,
- the amount of consideration to be paid in one contract depends on the price or performance of the other contract; or
- the goods and services promised in the contracts (or some goods or services promised in each of the contracts) are a single performance obligation.

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A contract does not exist if each party to the contract has the unilateral enforceable right to terminate a wholly unperformed contract without compensating the other party (or parties). A contract is wholly unperformed if both of the following criteria are met:

- the Group has not yet transferred any promised goods or services to the customer; and
- the Group has not yet received, and is not yet entitled to receive, any consideration in exchange for promised goods or services.

The companies of the Group apply guarantees, payment deadlines and quality guarantees typical for the industry.

Prices in contracts are typically determined in USD or in EUR, which is in line with industry practice.

The framework contracts that determine the unit prices of products to be delivered for several years in advance, based on the information and the economic environment known at the time when the agreement is concluded, regardless of the expected volume, always have a clause ensuring a separate negotiation/consulting process to manage unexpected, significant and occurred/predictable changes between the parties in an amicable way. For such supplementary contracts in general we can state that they apply for and regulate the situation between the parties as long as the considerably changed circumstances prevail, and they do not become integral parts of the underlying framework contract. In such supplementary contracts the parties also agree on the date the agreed price changes/additional provisions shall apply from. In the case of such contracts as well the revenues from product sales are recognised at a point in time. These contracts cover only sale of goods and include no other services. In the case of framework agreements, the individual orders are considered performance obligations, as in the framework agreements neither party has an obligation to perform or to order; in the case of other contracts, the Group assesses on a contract-by-contract basis whether the contract or the related order is considered a performance obligation, depending on whether the parties to the contract have any obligation to deliver or to order under the contract.

A contract modification is a change in the scope or price (or both) of a contract that is approved by the parties to the contract. A contract modification exists when the Group and its customer(s) approve a modification that either creates new or changes existing contractual enforceable rights and obligations. If the parties to the contract have not approved a contract modification, the Group continues to apply the rules included in this section to the existing contract until the contract modification is approved.

In determining whether the rights and obligations that are created or changed by a modification are enforceable, the Group considers all relevant facts and circumstances. If the parties to a contract have approved a change in the scope of the contract but have not yet determined the corresponding change in price, the Group estimates the change to the transaction price arising from the modification in accordance with rules relating to estimating variable consideration and to constraining estimates of variable consideration.

The Group *accounts for* a contract modification as a *separate contract* if both of the following conditions are present:

- the scope of the contract increases because of the addition of promised goods or services that are distinct; and
- the price of the contract increases by an amount of consideration that reflects the Group's stand-alone selling prices of the additional promised goods or services and any appropriate adjustments to that price to reflect the circumstances of the particular contract.

If the above criteria are not met and a contract modification is not accounted for as a separate contract, the Group accounts for the promised goods or services not yet transferred at the date of the contract modification (i.e. the remaining promised goods or services) in whichever of the following ways is applicable:

- a) It accounts for the contract modification as if it were a termination of the existing contract and the creation of a new contract, *if the remaining goods or services are distinct* from the goods or services transferred on or before the date of the contract modification. The amount of consideration to be allocated to the remaining performance obligations (or to the remaining distinct goods or services in a single performance obligation) is the sum of:
 - i. the consideration promised by the customer (including amounts already received from the customer) that was included in the estimate of the transaction price and that had not been recognised as revenue; and

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- ii. the consideration promised as part of the contract modification.
- b) It accounts for the contract modification as if it were a part of the existing contract if the remaining goods or services are not distinct and, therefore, form part of a single performance obligation that is partially satisfied at the date of the contract modification. The effect that the contract modification has on the transaction price, and on the Group's measure of the stage of completion of the contract, is recognised as an adjustment to revenue (either as an increase in or a reduction of revenue) at the date of the contract modification (i.e. the adjustment to revenue is made on a cumulative catch-up basis).
- c) If the remaining goods or services are a combination of items (a) and (b), then the Group accounts for the effects of the modification on the unsatisfied (including partially unsatisfied) performance obligations in the modified contract in a manner that is consistent with the objectives of this paragraph.

The table below summarises the main sources of revenue of the Group and the features considered in connection with the recognition of revenue:

Product / service / type of contract	Nature of goods or service promised to transfer Performance obligation	Payment terms	Discount, rebate, reimbursement, credit, price discount, incentive, performance commissions, penalties or similar related titles	Return, reimbursement and other similar obligations
Manufacture of axles and axle components and parts, for use in medium and heavy trucks, buses and other vehicles.	<u>Goods promised to transfer:</u> Axles for use in various motor vehicles. <u>Performance obligation is satisfied at a point in time:</u> When the products are transferred, in accordance with INCOTERMs set forth in the contract (typically EXW, DDU, FCA).	Fixed consideration. There is no significant financing component. The payment deadline is typically between 30 and 60 days.	The contracts typically do not include variable consideration.	Typically, no right of return was set forth in the contracts except for return due to quality complaints.
Manufacture and sale of vehicles parts, including passenger car seats and parts of seats, parts and components of utility vehicles, as well as machined parts for heavy duty vehicles.	<u>Goods promised to transfer:</u> Parts for use in various items. <u>Performance obligation is satisfied:</u> When the products are transferred, in accordance with INCOTERMs set forth in the contract (typically EXW, DDU, FCA).	Fixed consideration. There is no significant financing component. The payment deadline is typically between 30 and 60 days.	The contracts typically do not include variable consideration.	Typically, no right of return was set forth in the contracts except for return due to quality complaints.
Manufacture of truck and bus chassis and related parts, other metal structures for vehicles, and assembly of vehicles.	<u>Goods promised to transfer:</u> Chassis, related parts, metal structures. <u>Performance obligation is satisfied:</u> When the products are transferred, in accordance with INCOTERMs set forth in the contract (typically EXW, DDU, FCA).	Fixed consideration. There is no significant financing component. The payment deadline is typically between 30 and 60 days.	The contracts typically do not include variable consideration.	Typically, no right of return was set forth in the contracts except for return due to quality complaints.
Servicing of military vehicles (provision of services)	<u>Nature of service promised to transfer:</u> Serviced vehicle <u>Performance obligation is satisfied at a point in time:</u> When the service report is transferred.	Fixed consideration. There is no significant financing component. The payment deadline is typically between 30 and 60 days.	The contracts typically do not include variable consideration.	Typically, no right of return was set forth in the contracts except for return due to quality complaints.

a) financing obligation

The average payment deadline at the Group is normally 30 to 90 days after performance.

In general, when satisfying its obligations the Group does not identify a financing obligation to be treated separately in cases where its partners have to meet their payment liability by no later than one year after the contractual obligation is satisfied.

If the payment deadline of a partner is more than one year after the performance, the Group applies a discount rate when recognising the revenue that is equivalent to the stand-alone price of an independent financing obligation.

b) warranty obligations connected to sale

For its products the Group provides warranties typical in the given industry. The Group recognises such warranties in its books in accordance with IAS 37.

c) costs of obtaining a contract and costs incurred to fulfil a contract

Incremental costs of obtaining a contract that are expected to be recovered during the performance of the contract are not typical for the Group; it does not recognise such costs as assets.

d) initial recognition of receivables

The Group monitors its markets and partners on a continuous basis, performs risk analysis and develops its receivables management and delivery policies accordingly to minimise its losses arising from non-payment.

e) advances from customers

Cash amounts received by the Group from its customers before it satisfies its obligations are presented as a contract liability until the related obligations are satisfied.

Sale of assets/goods and services

Revenue is recognised when performance obligations under the identified contract with a customer are satisfied. If the identification criteria are not met for a contract, the consideration received is recognised as a contract liability and the Group subsequently reassesses the performance criteria. Revenue is recognised when the obligation was satisfied, or the contract was terminated or suspended and a substantial part of the consideration payable by the customer was received and is non-refundable.

As a practical expedient, the Group does not disclose the transaction price allocated to the performance obligations that are unsatisfied (or partially unsatisfied) as at the reporting date, if the original expected duration of the contract is one year or less.

q) Government grants

Government grants are recognised initially when there is reasonable assurance that they will be received and the Group will comply with the conditions associated with the grant. Grants that compensate the Group for expenses incurred are recognised on a systematic basis in the same periods in which the expenses are recognised. Grants that compensate the Group for the cost of an asset are recognized in the income statement within other income on a systematic basis over the useful life of the asset.

Grants are accounted for and presented on a gross basis in the income statement.

A grant may not be recognised directly as a change in equity.

r) Finance income and costs

Finance income comprises the following: interest income from financial assets measured at amortised cost, interest income related to financial instruments containing a significant financing component. The Group recognises interest income in the income statement using the effective interest method.

Finance costs comprise the following: interest expenses on loans, costs related to bank documentary transactions, costs of assuming payments risks (e.g. bank guarantee fees, expenses related to letters of credit, etc.), lease-related financing administrative costs, interest expenses on financial instruments containing a significant financing component. Borrowing costs are recognised in the income statement using the effective interest method. Impairment loss recognised on financial assets measured at amortised cost is included in the 'Impairment loss on trade receivables and contract assets' line item.

Unrealized exchange gains and losses by title (trade receivable, trade liability and FX cash) are presented on a net basis within finance income or finance expenses.

s) Income taxes

Income tax expense comprises current and deferred tax. Income tax expense is recognised in the income statement except to the extent that it relates to items recognised in other comprehensive income or directly in equity, in which case it is recognised in other comprehensive income or in equity.

Current tax is the expected corporation tax payable on the taxable income for the reporting year, the business tax and the innovation contribution using tax rates enacted or substantively enacted at the reporting date, and any adjustment to tax payable in respect of previous years.

Deferred tax is recognized using the balance sheet method, providing for temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes. Deferred tax is measured at the tax rates that are expected to be applied to the temporary differences when they reverse based on the laws that have been enacted or substantively enacted by the reporting date. Deferred tax assets and liabilities are offset if there is a legally enforceable right to offset current tax liabilities and assets, and they relate to income taxes levied by the same tax authority on the same taxable entity, or on different tax entities, but they intend to settle current tax liabilities and assets on a net basis or their tax assets and liabilities will be realised simultaneously.

A deferred tax asset is only recognised to the extent that it is probable that future taxable profits will be available against which the temporary difference can be utilised. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is still probable that the related tax benefit will be realised.

t) Segment reporting

An operating segment is a component of the Group that engages in business activities from which it may earn revenues and incur expenses (including revenues and expenses relating to transactions with other components of the same entity); whose operating results are regularly reviewed by the Group's chief operating decision maker to make decisions about resources to be allocated to the segment and assess its performance; and for which discrete financial information is available.

Segment information is presented by division. The business segments are determined based on the Group's management and internal reporting structure.

Inter-segment pricing is determined on an arm's length basis.

Segment profit or loss, segment assets and segment liabilities include items directly attributable to a segment. Unallocated items include income, expenses, assets and liabilities of the holding centre.

Segment capital expenditure is the total cost incurred during the period to acquire property, plant and equipment, and intangible assets other than goodwill.

u) Earnings per share

The Group presents basic and diluted earnings per share (EPS) data for its ordinary shares. Basic EPS is calculated by dividing the profit or loss attributable to ordinary shareholders of the Company by the weighted average number of ordinary shares outstanding during the period.

Diluted EPS is determined by adjusting the profit or loss attributable to ordinary shareholders and the weighted average number of ordinary shares outstanding for the effects of all dilutive potential ordinary shares.

Note 4 Fair value measurement

A number of the Group's accounting policies and disclosures require the measurement of fair value, for both financial and non-financial assets and liabilities. Fair values have been determined for measurement and/or disclosure purposes based on the following methods. When applicable, further information about the assumptions made in measuring fair values is disclosed in the Note specific to that asset or liability.

Based on the reliability of the inputs used in determining fair value, IFRS 13 establishes the following hierarchy:

Level 1: Quoted prices in active markets for identical assets or liabilities

Level 2: Inputs other than quoted prices that are directly or indirectly observable (such as market interest rates and credit risk spreads)

Level 3: Valuation techniques based on unobservable market inputs (such as assets valued using entity-specific cash flow models)

Investment property

As at 31 December 2025 and in the comparative period, the investment property of the Group was valued by an independent valuer who holds a recognised and relevant professional qualification and has recent experience in the location and category of the investment property being valued.

During valuation the valuer primarily used the sales comparison approach.

Loans and borrowings

The fair value of loans and borrowings for disclosure purposes is the present value of future principal and interest cash flows discounted using the reporting-date market interest rate. Following initial recognition, loans and borrowings are measured at amortised cost using the effective interest method.

For leases, the market interest rate is determined based on similar lease agreements.

Note 5 Financial risk management

a) Overview

The Group is exposed to the following risks arising from financial instruments:

- credit risk
- liquidity risk
- market risk.

This Note presents information about the Group's exposure to the above risks, the Group's objectives, policies and processes for measuring and managing risk, and the Group's management of capital. Further quantitative disclosures are included in Note 29 to these consolidated financial statements.

The Board of Directors has overall responsibility for the establishment and oversight of the Group's risk management framework.

The Group's risk management policies are established to identify and analyse the risks faced by the Group, to set appropriate risk limits and controls and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the Group's activities. The Group, through its management standards and procedures, aims to maintain a disciplined and constructive control environment in which all employees understand their roles and obligations.

b) Credit risk

Credit risk is the risk of financial loss to the Group if a customer or counterparty to a financial instrument fails to meet its contractual obligations, and arises principally from the Group's trade receivables.

Trade and other receivables

The Group's exposure to credit risk is influenced mainly by geographical segment, previous experience and individual characteristics of individual customers.

The demographics of the Group's customer base, including the default risk of the industry and countries in which customers operate, has an influence on credit risk. The credit risk is concentrated mainly by geographical segment.

Rába Járműipari Holding Nyrt.

Notes to the Consolidated Financial Statements

for the year ended 31 December 2025 (data are in THUF unless otherwise indicated)

The Group has established a credit policy under which each new customer is analysed individually for creditworthiness before the Group's standard payment and delivery terms and conditions are offered. For each major customer a purchase limit or payment collateral is determined, which constitutes the maximum debt amount. Such limits and collateral are reviewed on a continuous basis. Customers are rated and approved in an electronic system that manages customer risks in a uniform format at Rába Group level. The limits are determined based on the geographical region, volume of turnover, and the customer's individual credit rating. The Group only accepts orders from customers in regions with a higher credit risk in return for an advance payment or collateral. Most of the Group's customers have been purchasing goods from the Group for years.

In addition to the customer rating/limit system, the company has a customer credit insurance policy covering its customer portfolio including key customers in markets deemed to carry an above-average risk. The insurance company also rates these customers individually, and insures them up to their individual customer limits.

The Group recognised THUF 76,586 as at 31 December 2025, THUF 150,227 impairment on trade receivables as at 31 December 2024. Besides the risk on receivables the maximum exposure to credit risk is represented by the carrying amount of financial assets, including derivative financial instruments, in the consolidated balance sheet. The COVID-19 situation did not significantly affect the collection of receivables, and the proportion of overdue receivables and late payments did not grow as a result either. The Group continues to treat the collection of receivables as a priority, and goods are delivered only after payment to customers who have been late with payments in the past. The above had no impact on the impairment calculation method either.

Investments

The Group limits its exposure to credit risk by investing in liquid securities or deposits, and by only maintaining business relations with partners that have good credit ratings. The management does not expect any of its partners to default on its obligations. The Group regards investing in Hungarian government bonds and in deposits at banks with a credit rating equivalent or similar to that of Hungarian government bonds to be an acceptable risk.

c) Liquidity risk

Liquidity risk is the risk that the Group will be unable to settle its financial liabilities when they fall due. The Group's approach to managing liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Company's reputation.

The Group has a prudent liquidity management policy, which is maintained by means of holding sufficient amounts of cash, marketable securities and revolving credit lines that are available for making all operational and debt service related payments when those become due.

The Group reviews its capital structure and the maturity of its liabilities on a regular basis to maintain a capital structure matching its asset structure. The main goal is to finance non-current assets from non-current liabilities.

The Group has a joint account management system (cash pool system), which is a tool facilitating the optimisation of cash management. Liquidity risk within the Group can be reduced to a minimum by aligning short-term surpluses and shortages at the individual companies within the Group.

In the management' opinion and based on business plans available, the Group can generate sufficient cash flow to meet its liabilities.

d) Market risk

Market risk is the risk that changes in market prices, such as foreign exchange rates, interest rates and equity prices will affect the Group's income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return.

The Group may buy and sell derivatives, and also incur financial liabilities, in order to manage market risks. All such transactions are carried out within the guidelines approved by the Board of Directors.

Currency risk

The Group is exposed to currency risk mainly on sales that are denominated in a currency other than the respective functional currencies of Group entities, primarily the Euro (EUR) and the U.S. Dollars (USD).

The primary tool of mitigating currency risk is a natural hedge, whereby the Group seeks to align the foreign currency structure of its expenses with the foreign currency composition of income as much as possible.

Foreign exchange risks are hedged in accordance with the current exchange rate hedging strategy approved by the Board of Directors of RÁBA Nyrt.

As at the end of 2024 and 2025 the Group had no forward FX transactions.

In respect of other monetary assets and liabilities held in foreign currencies, the Group ensures that its net exposure is kept to an acceptable level by buying or selling foreign currencies at spot rates when necessary to address short-term balances.

In the year ended 31 December 2025, 97% of the Group's revenue was realised in EUR and 3% in USD (2024: EUR: 97%, USD: 3%).

Interest bearing borrowings are denominated in currencies that match the cash flows generated by the underlying activities of the Group, primarily in EUR and USD.

Interest rate risk

The Group adopts a policy that ensures that more than 50 percent of its exposure to changes in interest rates on loans is on a fixed rate basis. This is achieved by entering into loan agreements with a fixed interest rate for the whole term. As at 31 December 2024, 66% of the loans bore fixed interest and 34% bore floating interest; the loans are medium-term loans for export financing and covid-related loss mitigation purposes, and are repayable in part in instalments, in part in one amount when they expire. As at 31 December 2025, 60% of the loans bore fixed interest and 40% bore floating interest; the loans are medium-term loans for export financing, investment and covid-related loss mitigation purposes and short-term loans for working capital financing purposes. The cash pool system operated by the Group efficiently helps to keep the interest rate risk at a minimum, as Group members with temporary surplus liquidity can finance Group members with temporary liquidity shortages. This way, by exploiting the spread between the bank deposit and credit interest rates, significant amounts can be saved in interest.

e) Capital management

The Board's policy is to maintain a strong capital base so as to maintain investor, creditor and market confidence and to sustain future development of the business.

The Board seeks to maintain a balance between the higher returns that might be possible with higher levels of borrowings and the advantages and security afforded by a sound capital position.

There were no changes in the Group's approach to capital management during the year.

Based on the Hungarian Civil Code, shareholders' equity may not fall below 66% of the share capital, and for limited liability companies the required minimum of the ratio of equity to registered capital is 50%. As at 31 December 2024 and 2025, the Group met these externally imposed capital requirements.

f) Capital position of the Group

As at 31 December 2025, the equity of the Group amounted to THUF 26,983,576 (as at 31 December 2024: THUF 24,039,028), while its share capital totalled THUF 13,473,446; the ratio of equity to share capital was 178% (as at 31 December 2024: 178%). The ratio of equity improved because of the profitable operation of the Group. Each company met the statutory capital requirements both in the reporting year and the previous year.

Rába Járműipari Holding Nyrt.*Notes to the Consolidated Financial Statements**for the year ended 31 December 2025 (data are in THUF unless otherwise indicated)***Note 6 Consolidated companies**

	Interest	
	2024	2025
	%	%
Rába Futómű Kft.	100.0	100.0
Rába Járműalkatrész Kft.	100.0	100.0
Rába Jármű Kft.	100.0	100.0
REKARD Kft.	100.0	100.0

The level of interest in consolidated companies is equivalent to the voting power held.

a) Rába Futómű Kft.

Registered office: Hungary 9027 Győr, Martin út 1. Registered capital amounted to THUF 9,765,800 as at 1 January 2024, as at 31 December 2024 and as at 31 December 2025. 100% of the registered capital was made available to Rába Futómű Kft. by Rába Járműipari Holding Nyrt.

Rába Futómű Kft. manufactures axles and axle components and parts, for use in medium and heavy trucks, buses and other vehicles. It manufactures a wide range of products, based on its own developments and patents. The company performs its activities in Győr.

b) Rába Járműalkatrész Kft.

Registered office: Hungary 9027 Győr, Martin út 1. Registered capital amounted to THUF 300,000 as at 1 January 2024, as at 31 December 2024 and as at 31 December 2025. 100% of the registered capital was made available to Rába Járműalkatrész Kft. by Rába Járműipari Holding Nyrt.

Rába Járműalkatrész Kft. manufactures vehicles parts, including passenger car seats and parts of seats (e.g. seat frames and covers), parts and components of utility vehicles, as well as machined parts for heavy duty vehicles. The company performs its activities at two sites, in Mór and in Sárvár.

c) Rába Jármű Kft.

Registered office: Hungary 9027 Győr, Martin út 1. Registered capital amounted to THUF 835,100 as at 1 January 2024, as at 31 December 2024 and 31 December 2025. 100% of the registered capital was made available to Rába Jármű Kft. by Rába Járműipari Holding Nyrt.

Rába Jármű Kft. manufactures truck and bus chassis and related parts, other metal structures for vehicles, and assembles vehicles. Since 2021 manufacturing activities have been carried out by Rába Futómű. Since 2021 Rába Jármű Kft. has been performing servicing. The development activity has been transferred from Rába Futómű Kft. to Rába Jármű Kft. The company performs its activities in Győr.

d) REKARD Kft.

Registered office: Hungary 9027 Győr, Kandó Kálmán utca 5. Registered capital amounted to THUF 100,000 as at 1 January 2024, as at 31 December 2024 and 31 December 2025. 100% of the registered capital was acquired by Rába Járműipari Holding Nyrt. through purchase.

REKARD Hajtómű- és Gépgyártó Kft. manufactures bearings and powertrain components. The company performs its activities in Győr.

Rába Járműipari Holding Nyrt. acquired 24.9% shareholding in REKARD Kft. on 14 May 2019. The remaining 75.1% business share was acquired on 1 July 2022. The transaction resulted in THUF 428,209 gain. Furthermore, business relationships between the Group and Re kard Kft. included a loan and an agreement relating to assigned receivables, the settlement of which gave rise to THUF 605,741 gain accounted for in the 'Settlement of pre-existing relationship with acquiree' line item.

Rába Járműipari Holding Nyrt.

*Notes to the Consolidated Financial Statements
for the year ended 31 December 2025 (data are in THUF unless otherwise indicated)*

Note 7 Property, plant and equipment

	Land and buildings	Other machinery and equipment	Under construction	Total
Gross carrying amount				
Balance at 1 January 2024	14 539 092	46 868 671	6 415 821	67 823 584
Additions	453 102	3 537 494	4 941 963	8 932 559
Opening adjustment		-3 189 339		-3 189 339
Disposals	-71 581	-2 977 401	-3 993 560	-7 042 542
Balance at 31 December 2024	14 920 613	44 239 425	7 364 224	66 524 262
Accumulated depreciation				
Balance at 1 January 2024	5 294 296	32 982 616	0	38 276 912
Depreciation	394 931	2 306 799	0	2 701 730
Opening adjustment		-3 189 339		-3 189 339
Impairment	0	650 000	0	650 000
Disposals	-55 431	-2 929 214	0	-2 984 645
Balance at 31 December 2024	5 633 796	29 820 862	0	35 454 658
Net carrying amount as at 1 January 2024	9 244 796	13 886 055	6 415 821	29 546 672
Net carrying amount as at 31 December 2024	9 286 817	14 418 563	7 364 224	31 069 604
Gross carrying amount				
Balance at 1 January 2025	14 920 613	44 239 425	7 364 224	66 524 262
Additions	731 474	7 813 739	5 548 846	14 094 059
Disposals	-22 587	-874 850	-8 516 361	-9 413 798
Balance at 31 December 2025	15 629 500	51 178 314	4 396 709	71 204 523
Accumulated depreciation				
Balance at 1 January 2025	5 633 796	29 820 862	0	35 454 658
Depreciation	428 899	2 599 392	0	3 028 291
Impairment and reversal thereof	0	3 205 600	0	3 205 600
Disposals	-21 704	-869 305	0	-891 009
Balance at 31 December 2025	6 040 991	34 756 549	0	40 797 540
Net carrying amount as at 31 December 2025	9 588 509	16 421 765	4 396 709	30 406 983

The Group has recognized THUF 3,204,000 impairment on plant and equipment relating to Rába Futómű Kft. as CGU.

The Group has identified four main CGUs (cash-generating units) and considers each subsidiary to be a separate CGU, in line with segment reporting. Each CGU is presented in the financial statements at cost less accumulated impairment losses.

When determining the value in use of the CGUs, the cash flows were discounted using post-tax discount rates specific to each CGU, taking into account individual financing arrangements. In the case of Futómű Kft. as a CGU, the expected future cash flows were discounted at a post-tax rate of 10.8%.

Rába Futómű Kft. (and related assets – PP&E), as CGU:

Rába Járműipari Holding Nyrt.*Notes to the Consolidated Financial Statements**for the year ended 31 December 2025 (data are in THUF unless otherwise indicated)*

The recoverable amount of Rába Futómű Kft. as a CGU as at 31 December 2025 was HUF 20,432,000 thousand, determined on the basis of value in use calculated using cash flow projections covering a five-year period derived from the financial plans approved by the Board of Directors of Rába. As a result of the analysis, an impairment loss of HUF 3,204,000 thousand was recognised in the current year in respect of the property, plant and equipment of Rába Futómű Kft.

Discount rates – Discount rates mean the current market assessment of the risks specific to each CGU, taking into account the time value of money and the individual risks of the underlying assets not included in cash flow estimates. The discount rate is calculated based on the specific circumstances of the Group and its operating segments, and is derived from the Weighted Average Cost of Capital (WACC). The WACC also takes into account debt and equity. The cost of equity is derived from the expected return on equity by the Group's investors. The cost of debt is based on interest-bearing borrowings the CGU has to settle. The discount rate is adjusted to reflect a post-tax discount rate by taking into account the specific amount and timing of future tax cash flows.

Under the "Machinery and equipment" line item, we corrected the previous erroneous presentation of the IFRS fair value difference relating to contributed assets in kind. The 2025 inventory count confirmed that the assets concerned are no longer in use. As at 31 December 2025, the gross carrying amount of the assets affected by the correction was HUF 3,189,339 thousand, with accumulated depreciation of HUF 3,189,339 thousand and a net book value of zero; accordingly, this correction has no impact on the balance sheet values as at 31 December 2024 and 31 December 2025.

Leased assets

This category includes passenger cars and trolleys.

Changes in assets under construction (additional details for the above table):

	Assets under construction
Opening balance at 1 January	6 415 821
Additions	4 941 963
Disposals	-3 993 560
Closing balance as at 31 December 2024	7 364 224
Additions	5 548 846
Disposals	-8 516 361
Closing balance as at 31 December 2025	4 396 709

Rába Járműipari Holding Nyrt.*Notes to the Consolidated Financial Statements**for the year ended 31 December 2025 (data are in THUF unless otherwise indicated)**Changes in right-of-use assets (additional details for the above table):*

	Right-of-use assets	Total
Gross carrying amount		
Balance at 1 January 2024	376 525	376 525
Additions	73 654	73 654
Disposals	-20 774	-20 774
Balance at 31 December 2024	429 405	429 405
Accumulated depreciation		
Balance at 1 January 2024	295 518	295 518
Depreciation	57 138	57 138
Disposals	-14 443	-14 443
Balance at 31 December 2024	338 213	338 213
Net carrying amount as at 31 December 2024	91 192	91 192
Gross carrying amount		
Balance at 1 January 2025	429 405	429 405
Additions	322 564	322 564
Disposals	-163 670	-163 670
Balance at 31 December 2025	588 299	588 299
Accumulated depreciation		
Balance at 1 January 2025	338 213	338 213
Depreciation	42 483	42 483
Disposals	-163 670	-163 670
Balance at 31 December 2025	217 026	217 026
Net carrying amount as at 31 December 2025	371 273	371 273

Rights to use expire in 2030 at the latest. Lease liability by term is presented in Note 32.

Collateral

As at 31 December 2025, properties with a gross value of HUF 19,781 million and machinery with a gross value of HUF 1,832 million (2024: property with a gross value of HUF 16,601 million) are mortgaged as collateral for bank loans.

Rába Járműipari Holding Nyrt.
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Note 8 Intangible assets

	Development	Intellectual property	Rights and concessions	Total
Gross carrying amount				
Balance at 1 January 2024	1 011 064	367 927	1 497 363	2 876 354
Additions - acquisition	0	0	769 021	769 021
Opening adjustment	-182 692	-373	-34 996	-218 061
Disposals	0	0	0	0
Balance at 31 December 2024	828 372	367 554	2 231 388	3 427 314
Accumulated amortisation				
Balance at 1 January 2024	1 011 064	367 566	1 455 655	2 834 285
Opening adjustment	-182 692	-373	-34 899	-217 964
Amortisation	0	0	57 524	57 524
Disposals	0	0	0	0
Balance at 31 December 2024	828 372	367 193	1 478 280	2 673 845
Net carrying amount as at 1 January 2024	0	361	41 708	42 069
Net carrying amount as at 31 December 2024	0	361	753 108	753 469
Gross carrying amount				
Balance at 1 January 2025	828 372	367 554	2 231 388	3 427 314
Additions - acquisition	57 390	0	34 733	92 123
Disposals	-1 022 771	-196 985	-77 323	-1 297 079
Balance at 31 December 2025	-137 009	170 569	2 188 798	2 222 358
Accumulated amortisation				
Balance at 1 January 2025	828 372	367 193	1 478 280	2 673 845
Amortisation	0	0	75 811	75 811
Disposals	-1 022 771	-196 985	-77 323	-1 297 079
Balance at 31 December 2025	-194 399	170 208	1 476 768	1 452 577
Net carrying amount as at 31 December 2025	57 390	361	712 030	769 781

Those intangible assets that are not in use any more and reached the end of their useful lives were scrapped after the stock-take. Furthermore in the movement schedule for intangible assets we corrected the IFRS value adjustments related to the capital raise in kind which were presented incorrectly previously. The stock count in 2025 confirmed that there intangible assets are not in use any more. The gross book value of the stock count related assets at 31 December 2025 was THUF 218,061, the accumulated depreciation was THUF 218,061, net book value is zero, so the correction does not have any effect on the balance sheet value neither at 31 December 2024 nor at 31 December 2025.

In the current year, the Group capitalised experimental development activities in the amount of HUF 57,390 thousand.

Intellectual property includes technical software (design, technology control and development programmes, rating systems and documentation).

The main item within rights and concessions is the right to use external software applied by the Group.

Note 9 Investment property

Investment property comprises a land to be sold in several phases. The revenue expected from the sale exceeds significantly the carrying amount of the property.

The fair value of the investment property is THUF 6,292,100 as at 31 December 2025 (31 December 2024: THUF 7,180,600). The Group applies the cost model to investment properties, consequently, these properties are recognised at net carrying amount in the balance sheet, rather than at fair value. The fair value was determined by an external independent appraiser. The appraisal was performed taking prices observable on the market for similar properties into account. No binding period exists as at the date of preparation of the annual financial statements.

The table below presents the carrying amounts of investment properties:

	31 December 2024	31 December 2025
Városrét investment property (land)	317 635	193 060
Total investment properties	317 635	193 060

The land is not depreciated. The book value of land sold during the year under review is THUF 124,575.

Note 10 Other investments

The 'Other' line includes THUF 100 interest in Rába Energiaszolgáltató Kft., THUF 85 interest in Veolia-Bakonyi Erőmű Zrt. and THUF 20 interest in Ikarus Zrt. as at 31 December 2024 and 2025.

Presentation of the shareholding acquired in Gidrán Páncélozott Járművek Kft.:

Registered seat: Hungary 9027 Győr, Martin út 1. The amount of the registered capital on 31 December 2024 and 31 December 2025 is THUF 5,000. The company was registered with the Court of Registration on 9 January 2024. Rába Jármű Gyártó és Kereskedelmi Kft. provided 49% of the registered capital to Gidrán Páncélozott Járművek Kft. on the basis of the Articles of Association signed on 15 December 2023, the remainder is owned by Nurol Makina Hungary Kft. In the prior year, the owners made an additional payment of THUF 75,000, which was accounted for in the capital reserve. The company prepares its financial statements in accordance with IFRS standards.

Gidrán Páncélozott Járművek Kft. reported a loss for the current year of HUF 58,512 thousand in 2025 (prior year: loss of HUF 63,973 thousand in 2024).

As a result of the losses incurred in 2024 and 2025, the equity of Gidrán Kft. turned negative; therefore, the management of the company is taking the necessary steps to ensure that the owners adopt a decision on restoring the capital position in order to comply with statutory requirements.

Change in the value of the share:

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	Carrying value
Opening balance on 1 January	2 450
Increase	36 750
Impairment of shares	-31 347
31 December 2024	7 853
Increase	0
Impairment of shares	-7 853
31 December 2025	0

Note 11 Inventories

	31 December 2024	31 December 2025
Raw materials	7 319 543	6 611 148
Semi-finished goods	3 010 915	2 891 478
Finished goods	2 213 699	2 173 867
Goods	11 744	11 709
Total inventories	12 555 901	11 688 202

Changes in write-down:

	Purchased inventory	Produced inventory	Total
Opening balance at 1 January	654 873	202 757	857 630
Opening adjustment	334	0	334
Reporting-year impairment	187 049	73 606	260 655
Reversal of impairment	-56 721	-16 076	-72 797
Derecognition due to sale, scrapped items and use	-279 325	-113 523	-392 848
Impairment of inventory 31.12.2024	506 210	146 764	652 974

	Purchased inventory	Produced inventory	Total
Opening balance at 1 January	506 210	146 764	652 974
Opening adjustment	145	0	145
Reporting-year impairment	66 000	39 039	105 039
Reversal of impairment	-52 035	-28 246	-80 281
Derecognition due to sale, scrapped items and use	-320 157	-80 741	-400 898
Impairment of inventory 31.12.2025	200 163	76 816	276 979

During 2025 the scrap relating to the production was THUF 218,052 (2024: THUF 637,927)

The positive change in the market environment impacting the value of inventories made it possible to reverse part of the impairment of inventories described earlier.

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Collateral

As at 31 December 2025, inventories with a carrying amount of HUF 9,583 million (2024: HUF 10,359 million) were pledged as security for bank loans.

Note 12 Trade and other financial receivables

	31 December 2024	31 December 2025
Trade receivables	8 406 398	6 791 881
Allowance for bad and doubtful debts	-150 227	-76 586
<i>Net trade receivables</i>	8 256 171	6 715 295
<i>Interest receivable</i>	0	5 679
Total financial assets	8 256 171	6 720 974

Trade and other financial receivables are denominated in the following currencies:

	31 December 2024	31 December 2025
Forint	240 976	133 604
EUR	7 572 228	6 339 836
USD	442 924	247 534
GBP	43	0
Total non-financial assets in HUF	8 256 171	6 720 974

The Group's exposure to credit and foreign exchange risk, as well as to losses arising from impairment related to trade and other receivables, is detailed in Notes 5 and 29.

Note 13 Other non-financial assets and receivables

	31 December 2024	31 December 2025
Deferred expenses and accrued income	257 568	119 205
Advances	650 981	813 126
VAT receivable	1 650 232	1 574 953
Other	143 956	111 075
Total non-financial assets	2 702 737	2 618 359

Non-financial assets are denominated in the following currencies:

	31 December 2024	31 December 2025
Forint	2 062 044	1 706 906
EUR	640 693	898 887
USD	0	12 566
Total non-financial assets in HUF	2 702 737	2 618 359

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Note 14 Cash and cash equivalents

	31 December 2024	31 December 2025
Bank	613 444	6 714 383
-of which current account deposit	613 444	964 251
-of which fixed deposit	0	5 750 132
Petty cash	0	0
Total cash	613 444	6 714 383

Cash and cash equivalents are denominated in the following currencies:

	31 December 2024	31 December 2025
HUF	20 290	816 759
EUR	497 275	4 304 031
USD	95 521	1 593 273
GBP	358	320
Total cash in HUF	613 444	6 714 383

Current account deposits by currency:

	31 December 2024	31 December 2025
HUF	20 290	816 759
EUR	497 275	64 631
USD	95 521	82 541
GBP	358	320
Total current account deposits in HUF	613 444	964 251

Fixed deposits by currency:

	31 December 2024	31 December 2025
HUF	0	0
EUR	0	4 239 400
USD	0	1 510 732
GBP	0	0
Total fixed deposits in HUF	0	5 750 132

The average interest rate on cash and cash equivalents was 1.77% as at 31 December 2025 and 4.91% as at 31 December 2024.

The Group's exposure to interest rate and currency risks related to cash and cash equivalents is described in Note 5.

In the reporting year interest income from cash and cash equivalents amounted to THUF 88,432 (in the previous year THUF 115,078).

Rába Járműipari Holding Nyrt.*Notes to the Consolidated Financial Statements**for the year ended 31 December 2025 (data are in THUF unless otherwise indicated)***Note 15 Equity***Share capital*

As at 31 December 2025, the issued share capital consisted of 13,473,446 category 'A' ordinary shares listed at the Budapest Stock Exchange (2024: 13,473,446 shares) of HUF 1,000 face value each. The holders of ordinary shares are entitled to receive dividends as declared from time to time and are entitled to one vote per share at the general meetings of the Company. All shares rank equally with regard to the Company's residual assets.

Treasury shares

Treasury shares amounted to THUF 108,952 as at 31 December 2025 (120,681 shares) (as at 31 December 2024: THUF 108,952; 120,681 shares). In respect of the Company's shares that are held by the Group ("treasury shares"), all rights are suspended until those shares are reissued.

Retained earnings

Retained earnings amounted to THUF 13,619,082 as at 31 December 2025 (31 December 2024: THUF 10,674,744). The change represents the total comprehensive income for the current year in the amount of THUF 2,944,338

Other comprehensive income

The Group reported no Other comprehensive income as of 31 December 2025 and 31 December 2024.

Dividends paid

Dividends are recognised as a liability in the period when they are approved.

The Group did not pay dividends in 2025 and in 2024.

Note 16 Provisions

	Warranties	Related to employees	Other	Total
Opening, 1 January 2024	29 683	116 463	261 172	407 318
Provisions recognised during the year	0	249 665	200	249 865
Provisions used during the year	-17 200	-123 536	0	-140 736
Provisions released during the year	-10 710	0	-204 883	-215 593
Closing, 31 December 2024	1 773	242 592	56 489	300 854
Provisions recognised during the year	1 822	329 177	10 102	341 101
Provisions used during the year	0	-168 485	0	-168 485
Provisions released during the year	-1 760	-81 179	-7 559	-90 498
Closing, 31 December 2025	1 835	322 105	59 032	382 972

	Warranties	Related to employees	Other	Total
Non-current provisions	0	0	49 428	49 428
Current provisions	1 773	242 592	7 061	251 426
31 December 2024	1 773	242 592	56 489	300 854
Non-current provisions	0	0	43 819	43 819
Current provisions	1 835	322 105	15 213	339 153
31 December 2025	1 835	322 105	59 032	382 972

Warranties

The provision for warranties relates to trucks, chassis sold. The provision is based on estimates

Rába Járműipari Holding Nyrt.*Notes to the Consolidated Financial Statements**for the year ended 31 December 2025 (data are in THUF unless otherwise indicated)*

determined on the basis of historical warranty data relating to similar products and services, and its amount is also affected by new products, changed designs and other events influencing product quality. Since the manufacture of the products subject to the warranty was gradually reduced and finally discontinued, the related provision was also used and released.

Liabilities related to employees

Due to the expected termination of employment, provisions were recognised as at 31 December 2025 in accordance with the obligations set out in the Labour Code, as well as in line with the Group's remuneration policies for liabilities arising in connection with employee benefits. Provisions were also recognised within employee-related liabilities for employee bonuses, the amount of which is uncertain due to the difficulty of estimating the achievement of individual targets and expected future staff turnover.

Other

The 'Other' provision is the amount of an estimated outflow of resources – mainly due to findings of authorities – of other obligations resulting from a past event.

The Company has no assets subject to decommissioning obligations and therefore does not recognise a provision for such obligations.

The amount of provisions recognised approximates the expected outflows of economic benefits. It is expected that the event underlying the provisioning, the main outflow of resources will occur in 2025. THUF 43,819 has been allocated for long-term provisions. The provision has not been discounted. The provision recognised for long-term trade payables was reviewed, and the effect of discounting was not material.

Expenses arising on the recognition of provisions are recorded in the line item of the Consolidated Statement of Comprehensive Income in which the related actual cost is expected to be incurred. If a provision is released without being utilised, the amount released is presented under other expenses.

Note 17 Loans, borrowings and leases

This Note provides information on the terms and conditions of the Group's interest-bearing loans and borrowings, as well as on the lease liability. Loans and borrowings are measured at amortised cost. For more information about the Group's exposure to interest rate, foreign currency and liquidity risks, see Note 5 and Note 29.

Reporting-year interest expense on loans and borrowings amounted to HUF 443 million (previous year HUF 507 million), while exchange gain arising from changes in foreign exchange rates totalled HUF 792,686 million (previous year HUF 1,258 million).

Carrying amount of liabilities by current/non-current category:

	31 December 2024	31 December 2025
Current loans	5 923 355	5 366 151
Of which lease	21 066	93 678
Non-current	11 695 996	11 157 533
- One to five years	11 419 467	11 157 533
- Above five years	205 693	0
Of which lease	70 836	285 000

Existing bank credit lines provide an appropriate basis for the financing of the Group; furthermore, HUF 9,451million undrawn credit line is available for the Group.

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Notes to the Consolidated Financial Statements
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Changes in current and non-current financial liabilities:

	Current loans and borrowings	Non-current loans and borrowings	Lease liabilities	Total
Opening, 1 January 2024	5 816 514	10 459 174	79 218	16 354 906
Cash inflows from financing activities	6 407 412	3 527 439	73 654	10 008 505
Cash outflows used in financing activities	-9 600 869	0	-60 970	-9 661 839
Reclassification	2 937 784	-2 937 784	0	0
Revaluation	341 448	576 331	0	917 779
Closing, 31 December 2024	5 902 289	11 625 160	91 902	17 619 351
Cash inflows from financing activities	2 037 547	2 464 691	328 678	4 830 916
Cash outflows used in financing activities	-4 907 140	0	-41 902	-4 949 042
Reclassification	2 424 199	-2 424 199	0	0
Revaluation	-184 422	-793 119	0	-977 541
Closing, 31 December 2025	5 272 473	10 872 533	378 678	16 523 684

Rába Járműipari Holding Nyrt.*Notes to the Consolidated Financial Statements**for the year ended 31 December 2025 (data are in THUF unless otherwise indicated)*

Loans, borrowings and leases:

Type	Currency	Year of maturity	31 December 2024	31 December 2025
Bank loan 2009/081	EUR	without maturity	1 681 370	1 580 140
Bank loan TCF-DK-26/2018	EUR	2025	218 715	0
Bank loan F1A-10186441	EUR	2025	1 148 252	1 079 120
Bank loan TCF-R-16/2024	EUR	2027	1 094 940	2 042 620
Bank loan GYŐR-22-0052/1	EUR	2027	1 722 378	1 079 120
Bank loan GYŐR-22-0052/2	EUR	2025	1 435 315	0
Bank loan GYŐR-25-0008/1	EUR	2026	0	1 348 900
Bank loan TCF-R-126/2022	EUR	2027	4 100 900	3 854 000
Bank loan 007L827223060003M	EUR	2027	3 280 720	3 083 200
Bank loan GYŐR-23-0028/1	EUR	2030	2 262 606	1 739 768
Bank loan 042L808231650002M	EUR	2026	447 371	140 146
Bank loan 042L801213420002M-01	EUR	without maturity	132 912	197 992
Bank loan TZ-049833	HUF	2025	1 970	0
Lease liability	EUR		91 902	378 678
Total non-current and current financial liabilities			17 619 351	16 523 684

Weighted average interest rate of loans in 205 was 2.57% (in 2024 2.81 %).

The bank loans of the Group are secured by collateral.

60% of the Group's loans bears fixed interest and 40% bears floating interest; the loans are medium-term loans for export financing and investment purposes, and are repayable in part in instalments, in part in one amount when they expire.

The medium-term loans are supplemented with general short-term working capital financing loan facilities.

Breakdown of lease liabilities by term is included in Note 32.

Rába Járműipari Holding Nyrt.*Notes to the Consolidated Financial Statements**for the year ended 31 December 2025 (data are in THUF unless otherwise indicated)***Mortgages as at 31 December 2024**

Company	Bank	Asset category	Asset value* (HUF million)
Rába Nyrt.	K&H Bank Zrt.	property	1 271
Rába Nyrt.	CIB Bank Zrt.	property	6 710
Rába Nyrt.	Raiffeisen Bank Zrt.	property	2 484
Rába Nyrt.	MBH Bank Zrt.	property	983
Rába Nyrt.	Erste Bank Zrt.	property	4 362
Rába Nyrt.	MBH Bank Zrt.	property	791
Rába Nyrt.	Erste Bank Zrt.	insurance policy	n.a
Rába Futómű Kft.	Raiffeisen Bank Zrt.	inventories	10 359
Rába Futómű Kft.	CIB Bank Zrt.	trade receivable	439
Rába Futómű Kft.	Raiffeisen Bank Zrt.	trade receivable	2 187
Rába Futómű Kft.	K&H Bank Zrt.	trade receivable	32
Rába Futómű Kft.	MBH Bank Zrt.	trade receivable	357
Rába Futómű Kft.	K&H Bank Zrt.	machinery	1 575
Rekard Kft.	MBH Bank Zrt.	machinery	256

Mortgages as at 31 December 2025

Company	Bank	Asset category	Asset value* (HUF million)
Rába Nyrt.	K&H Bank Zrt.	property	1 271
Rába Nyrt.	CIB Bank Zrt.	property	9 330
Rába Nyrt.	Raiffeisen Bank Zrt.	property	2 484
Rába Nyrt.	MBH Bank Zrt.	property	983
Rába Nyrt.	Erste Bank Zrt.	property	4 922
Rába Nyrt.	MBH Bank Zrt.	property	791
Rába Nyrt.	Erste Bank Zrt.	insurance policy	n.a
Rába Futómű Kft.	Raiffeisen Bank Zrt.	inventories	9 583
Rába Futómű Kft.	CIB Bank Zrt.	trade receivable	130
Rába Futómű Kft.	Raiffeisen Bank Zrt.	trade receivable	1 144
Rába Futómű Kft.	K&H Bank Zrt.	trade receivable	152
Rába Futómű Kft.	MBH Bank Zrt.	trade receivable	360
Rába Futómű Kft.	K&H Bank Zrt.	machinery	933
Rekard Kft.	MBH Bank Zrt.	machinery	153

* For properties the appraised value of the property, while for inventories the carrying amount of the inventories

These assets serve as collateral for the above loans as well as for current account overdrafts and cash pool loans. The cash pool and other loan facilities are backed by the property mortgage of Rába Járműipari Holding Nyrt.

Rába Járműipari Holding Nyrt.*Notes to the Consolidated Financial Statements**for the year ended 31 December 2025 (data are in THUF unless otherwise indicated)***Note 18 Other non-current liabilities****Other non-current liabilities**

	31 December 2024	31 December 2025
Deferred income from government grants	2 271 081	2 268 580
Deferred income from environmental protection investments	44 402	40 070
Total	2 315 483	2 308 650

Deferred income from government grants:

	Grant received	Amount used in previous years	Opening balance	Grant received in the reporting year	Amount used during the year	Closing balance
Rába Futómű Kft.	4 281 170	2 358 061	1 923 109	226 645	264 359	1 885 395
Rába Járműalkatrész Kft.	708 596	369 770	338 826	0	37 342	301 484
Rába Jármű Kft.	255 459	28 940	226 519	144 399	67 938	302 980
Grand total	5 298 120	2 809 666	2 488 454	371 044	369 639	2 489 859

Distribution of deferred government grant revenues by maturity: current part: THUF 221,729, non-current part: THUF 2,268,580. Total THUF 2,489,859.

The current part is reported on the balance sheet line Other non-financial liabilities.

Government grants primarily relate to acquisition of assets and are accounted for over the useful life of the asset financed from the grant.

In the management's opinion no circumstances exist as at 31 December 2025 that would impose an obligation on the Companies to repay the grants.

Note 19 Trade payables and other financial liabilities

	31 December 2024	31 December 2025
Trade liabilities	6 476 986	6 971 650
Accrued supplier costs	73 641	426 428
Interest payment liability	27 253	31 389
Financial liabilities	6 577 880	7 429 467

Financial liabilities by currency:

	31 December 2024	31 December 2025
HUF	1 667 322	2 266 264
EUR	4 883 627	5 112 155
USD	3 332	27 711
GBP	23 003	21 245
SEK	596	2 092
Total	6 577 880	7 429 467

Rába Járműipari Holding Nyrt.
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Trade creditors by geography:

	31 December 2024	31 December 2025
Domestic trade creditors	4 341 280	4 180 533
Foreign trade creditors	2 135 706	2 791 117
Total	6 476 986	6 971 650

Note 20 Other non-financial liabilities

	31 December 2024	31 December 2025
Other accrued expenses, deferred revenues	285 489	104 389
Advances received	343 416	313 798
Advances related to grants	3 022 982	2 833 821
Tax liabilities	169 859	166 284
Wages and related contributions	1 068 791	1 188 227
VAT liability	315 909	145 391
Other	76 806	165 439
Non-financial liabilities	5 283 252	4 917 349

The Advances received and other accruals line within Other non-financial liabilities includes HUF 80,201 thousand, originally denominated in EUR; all other items are presented in HUF.

The Group's exposure to foreign currency and liquidity risk related to trade and other payables is detailed in Notes 5 and 32. All other non-financial liabilities are denominated in HUF.

Note 21 Segment reporting

Segment information is presented by business segment, in accordance with the internal reporting structure of the Group. Segment income and expenses, segment assets and segment liabilities include items directly attributable to a segment.

From a business perspective the Group has four main segments: Segment information is prepared by the Group for the management based on this business segmentation. The management is responsible for allocating business resources to the segments and for assessing performance.

Main segments of the Group:

- Axle
- Vehicles
- Parts
- Gear unit

The Axle segment includes the manufacture and sale of axles, axle components and axle parts; the Vehicles segment includes the manufacture of truck and bus chassis and related parts, as well as the assembly and sale of vehicles; the Parts segment includes the manufacture of vehicle parts, seat frames, pressed components, sewing of seat covers as well as the sale of these products. The gear unit segment includes agricultural parts. In the Company's statutory financial statements, it was identified in 2025 that properties leased within the Group must be presented as investment properties. In the consolidated financial statements, this adjustment was presented within the unallocated segment; however, it was reversed in the inter-segment eliminations, as these properties do not qualify as investment property at Group level.

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2024.12.31 (Restated)	Axle	Vehicle	Parts	Gear unit	Total segments	Unallocated	Total separate	Intersegment eliminations	Consolidated
External revenue	37 439 501	1 993 068	15 542 383	2 098 268	57 073 220	662 995	57 736 215	0	57 736 215
Intersegment revenue	122 334	415 379	50 095	170 948	758 756	3 651 766	4 410 522	-4 410 522	0
Total sales revenue	37 561 835	2 408 447	15 592 478	2 269 216	57 831 976	4 314 761	62 146 737	-4 410 522	57 736 215
Cost of sales	-32 876 695	-1 414 533	-13 363 100	-2 196 064	-49 850 392	-1 042 279	-50 892 671	2 437 520	-48 455 151
Gross profit	4 685 140	993 914	2 229 378	73 152	7 981 584	3 272 482	11 254 066	-1 973 002	9 281 064
Selling and marketing expenses	-179 820	-3 490	-103 209	-28 607	-315 126	-20 749	-335 875	0	-335 875
General and administrative expenses	-5 170 342	-494 842	-2 123 134	-494 742	-8 283 060	-1 983 950	-10 267 010	2 029 060	-8 237 950
Other income	966 611	16 896	160 792	74 853	1 219 152	1 559 518	2 778 670	-300 002	2 478 668
Other expenses	-778 464	-6 808	-20 718	-16 756	-822 746	-2 038 694	-2 861 440	1 865 592	-995 848
Total other operating expenses	-5 162 015	-488 244	-2 086 269	-465 252	-8 201 780	-2 483 875	-10 685 655	3 594 650	-7 091 005
Operating profit	-476 875	505 670	143 109	-392 100	-220 196	788 607	568 411	1 621 648	2 190 059
Interest income	135 766	8 666	1 462	0	145 894	79 066	224 960	-109 881	115 079
Interest expenses	-444 811	-23 249	-38 341	-41 916	-548 317	-87 456	-635 773	128 364	-507 409
Tax expense	-288 454	-66 633	-146 261	3 576	-497 772	-89 632	-587 404	0	-587 404
Assets									
Property, plant and equipment	19 685 423	724 671	1 930 525	941 716	23 282 335	3 648 164	26 930 499	4 139 105	31 069 604
Intangible assets	710 035	65	841	129	711 071	41 414	752 485	985	753 469
Investment property	0	0	0	0	0	4 508 781	4 508 781	-4 191 146	317 635
Other non-current assets	0	60 283	0	0	60 283	848 336	908 619	-848 336	60 283
Inventories	10 325 302	176 735	1 354 478	700 591	12 557 107	7 652	12 564 759	-8 858	12 555 901
Trade and other receivables	8 034 614	4 820 322	2 711 708	457 466	16 024 110	4 429 183	20 453 293	-9 429 948	11 023 345
Cash and cash equivalents	497 687	30 498	19 187	19 557	566 929	46 515	613 444	0	613 444
Liabilities									
Other non-current liabilities	1 969 598		301 483		2 271 081	44 402	2 315 483	0	2 315 483
Provisions	49 275	41 870	38 254	0	129 399	171 455	300 854	0	300 854
Trade and other liabilities*	12 050 324	610 805	2 290 248	841 583	15 792 961	5 511 823	21 304 784	-9 443 652	11 861 132
Capital expenditure	4 527 399	93 394	545 033	119 768	5 285 594	533 246	5 818 840	0	5 818 840
Depreciation and amortisation	1 973 273	105 525	309 903	114 194	2 502 895	303 128	2 806 023	-46 203	2 759 820

The Notes on pages 7 to 58 form an integral part of these consolidated financial statements.

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31 December 2025	Axle	Vehicle	Parts	Gear unit	Total segments	Unallocated	Total separate	Intersegment eliminations	Consolidated
External revenue	34 955 010	2 890 918	13 595 668	2 109 458	53 551 055	685 233	54 236 288	0	54 236 288
Intersegment revenue	174 182	354 778	98 866	157 917	785 742	2 897 096	3 682 838	-3 682 838	0
Total sales revenue	35 129 192	3 245 696	13 694 534	2 267 375	54 336 797	3 582 329	57 919 127	-3 682 838	54 236 288
Cost of sales	-30 617 016	-2 170 381	-11 334 395	-2 027 499	-46 149 292	-973 519	-47 122 811	1 860 298	-45 262 511
Gross profit	4 512 176	1 075 315	2 360 139	239 876	8 187 505	2 608 811	10 796 316	-1 822 540	8 973 777
Selling and marketing expenses	-221 578	-11 290	-102 061	-34 740	-369 669	-20 843	-390 512	0	-390 512
General and administrative expenses	-5 786 039	-616 331	-2 298 970	-464 997	-9 166 338	-2 334 285	-11 500 623	1 828 406	-9 672 217
Other income	433 532	60 726	63 641	9 367	567 267	8 044 479	8 611 746	-95 985	8 515 761
Other expenses	-3 267 850	-87 230	-19 074	-10 637	-3 384 791	-4 465 903	-7 850 694	4 180 487	-3 670 207
Total other operating expenses	-8 841 935	-654 126	-2 356 463	-501 007	-12 353 531	1 223 448	-11 130 083	5 912 908	-5 217 175
Operating profit/ loss	-4 329 759	421 189	3 675	-261 131	-4 166 026	3 832 259	-333 767	4 090 368	3 756 602
Interest income	74 887	92 240	51 852	0	218 979	173 027	392 006	-303 574	88 432
Interest expenses	-484 244	-13 595	-67 012	-18 390	-583 241	-156 117	-739 358	295 903	-443 455
Tax expense	-319 696	-143 698	-134 794	-22 931	-621 120	-377 862	-998 982	0	-998 982
Assets									
Property, plant and equipment	19 362 162	633 149	1 859 278	827 988	22 682 577	3 588 333	26 270 910	4 136 073	30 406 983
Intangible assets	652 130	57 407	1 255	32	710 824	57 973	768 797	984	769 781
Investment property	0	0	0	0	0	4 356 234	4 356 234	-4 163 174	193 060
Other non-current assets	0	0	0	0	0	873 786	873 786	-873 786	0
Inventories	9 582 941	59 499	1 482 930	574 868	11 700 239	7 617	11 707 856	-19 654	11 688 202
Trade and other receivables	7 079 212	5 760 853	1 923 024	368 734	15 131 823	12 899 308	28 031 131	-18 691 798	9 339 333
Cash and cash equivalents	6 363 519	10 678	4 295	24 295	6 402 788	311 595	6 714 383	0	6 714 383
Liabilities									
Other non-current liabilities	1 706 866	296 952	264 762	0	2 268 580	40 070	2 308 650		2 308 650
Provisions	61 419	22 000	22 391	1 187	106 998	275 974	382 972	0	382 972
Trade and other liabilities	20 806 451	912 661	1 931 214	1 033 447	24 683 773	6 464 533	31 148 306	-18 530 448	12 617 858
Capital expenditure	4 144 789	72 509	320 155	51 394	4 588 847	454 519	5 043 366	0	5 043 366
Depreciation and amortisation	2 164 490	121 490	322 610	135 729	2 744 319	384 722	3 129 041	-24 939	3 104 102

The Notes on pages 7 to 58 form an integral part of these consolidated financial statements.

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Note 22 Revenue

Revenue by geographical region:

	31 december 2024	31 december 2025
Europe	51 317 004	49 443 645
"-of which: Hungary	14 197 082	12 720 448
"-of which: Germany	20 987 273	19 310 244
"-of which: Europe - other countries	16 132 649	17 412 953
America	4 965 034	3 649 032
Asia	1 440 294	1 133 193
Australia	13 883	10 418
Total revenue	57 736 215	54 236 288

Revenue by activity:

	31 December 2024	31 December 2025
Sale of products	55 691 819	51 945 079
Provision of services	1 578 792	1 816 681
Rental income	465 604	474 528
Total revenue	57 736 215	54 236 288

Note 23 Operating costs

	31 December 2024	31 December 2025
Raw materials and consumable goods	33 662 173	31 826 014
Servicees used	8 551 504	8 809 381
Staff costs	11 386 704	11 449 501
Depreciation and amortisation	2 759 820	3 104 102
Own performance capitalised	668 775	136 242
Total operating costs	57 028 976	55 325 240
Cost of sales	48 455 151	45 262 511
Selling and marketing expenses	335 875	390 512
General and administrative expenses	8 237 950	9 672 217
Total operating costs	57 028 976	55 325 240

During the current year, provisions of HUF 11,924 thousand were recognised for services received, while provisions of HUF 9,319 thousand were released. In the comparative period, provisions of HUF 200 thousand were recognised, HUF 17,200 thousand were utilised and HUF 215,593 thousand were released.

During the current year, provisions of HUF 329,177 thousand were recognised for employee-related expenses, while HUF 168,485 thousand were utilised and HUF 81,179 thousand were released. In the

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comparative period, provisions of HUF 249,665 thousand were recognised and HUF 123,536 thousand were utilised.

No repair or maintenance costs were incurred in respect of non-income-generating investment property (land) either in the current year or in the prior year.

Research and development costs of HUF 130,947 thousand were recognised in the current year.

	31 december 2024	31 december 2025
Cost of sales	48 455 151	45 262 511
Raw materials and consumable goods	33 928 877	29 658 407
Services used and other services	4 157 440	5 380 532
Staff cost	8 039 586	7 701 110
Depreciation and amortisation	2 329 248	2 522 462
 Selling and marketing expenses	 335 875	 390 512
Raw materials and consumable goods	16 799	0
Services used and other services	319 076	390 512
Staff cost	0	0
Depreciation and amortisation	0	0
 General and administrative expenses	 8 237 950	 9 672 217
Raw materials and consumable goods	1 212 440	1 261 417
Services used and other services	3 311 581	4 080 768
Staff cost	3 283 962	3 748 391
Depreciation and amortisation	429 967	581 641
 Total operating costs	 57 028 976	 55 325 240

Note 24 Staff costs

	31 December 2024	31 December 2025
Wages and salaries	9 194 868	9 248 283
Wage contributions	1 225 292	932 056
Other staff costs	966 544	1 269 162
Total staff costs	11 386 704	11 449 501

The average headcount in 2025 was 1,216 (2024: 1,314).

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Note 25 Other income and expenses

	31 December 2024	31 December 2025
Gain on sale of property, plant and equipment	2 063 019	7 974 896
Damage compensations and penalties received	99 639	5 512
Government grants	244 969	369 638
Expired liabilities	25 818	687
Other	45 223	165 028
Total other income	2 478 668	8 515 761
 Taxes	 -351 750	 -424 065
 Impairment and scrapping of property, plant and equipment as well as intangible assets	 -650 000	 -3 211 030
Provisions released	215 593	90 498
Fines, damage compensation, loss events	-50 757	-48 746
Other	-68 866	-57 769
Total other expenses	-905 780	-3 651 112
 Total net other income	 1 572 888	 4 864 649
 Impairment loss on trade receivables and contract assets	 -90 068	 -19 095

The investment property comprises a plot of land to be sold in multiple phases. Revenue from the sale of property in 2025 amounted to HUF 8,056,553 thousand, compared with HUF 1,326,916 thousand in the prior year, and was recognised as other income.

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Note 26 Finance income and costs

	31 December 2024 Restated	31 December 2025
Interest income	115 078	88 432
Exchange gain on trade receivables and trade payables	906 016	535 080
Exchange gain on FX reserves and FX loans	595 941	1 471 237
Other	0	0
Total finance income	1 617 035	2 094 749
Interest expense	-507 409	-443 455
Exchange loss on trade receivables and trade payables	-786 785	-709 784
Realized loss on FX reserves and FX loans	-1 851 170	-678 550
Other	-31 348	-76 242
Total finance costs	-3 176 712	-1 908 031
Net finance income/ costs	-1 559 677	186 718

Interest income for 2024 and 2025 mainly relates to cash and cash equivalents. At the end of 2025, a foreign exchange loss of HUF 198,872 thousand arose on the revaluation of foreign currency cash balances, while a foreign exchange gain of HUF 977,541 thousand arose on the revaluation of foreign currency loans. In the financial statements, unrealised foreign exchange gains and losses are presented on a net basis. During 2025, it was identified that a portion of the realised foreign exchange differences in 2024 had been presented on a net basis. This was corrected retrospectively, and those items are now presented on a gross basis.

Note 27 Income tax

Composition of income tax expense for the period:

	31 December 2024	31 December 2025
Corporation tax	70 441	458 560
Business tax	457 225	434 721
Innovation contribution	79 995	76 174
Deferred tax	-20 257	29 527
Total income tax expenses	587 404	998 982

All subsidiaries of Rába are subject to the Hungarian corporation tax and local business tax.

Rába is resident for tax purposes in Hungary and it pays corporation tax based on its net profit or loss. In 2025 the corporation tax was 9% of the adjusted non-consolidated pre-tax profit. It has a local tax liability on revenues less material costs, cost of goods sold and the value of re-invoiced services, the rate of which is 1.6% in Győr and 2% at the other sites.

As at 31 December 2025, the net balance of corporate income tax and local business tax receivables and payables resulted in an income tax liability of HUF 271,042 thousand for the Group,

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while as at 31 December 2024 the Group reported an income tax receivable of HUF 64,437 thousand.

Deferred taxes were measured based on the expected timing of reversal and using the future tax rates known in 2025, which are the same as the tax rates presented above.

As at 31 December 2025, deferred tax assets amounted to HUF 77,194 thousand (2024: HUF 65,082 thousand), while deferred tax liabilities amounted to HUF 372,401 thousand (2024: HUF 330,763 thousand).

The net balance of deferred tax assets and liabilities relates to the following items:

	31 December 2024	Increase in profit	Decrease in profit	31 December 2025
Tax loss carried forward	229 009	-6 232	0	222 777
Rába Nyrt.	6 232	-6 232	0	0
Rába Futómű Kft.	183 564	0	0	183 564
Rába Jármű Kft.	0	0	0	0
Rába Járműalkatrész Kft.	7 713	0	0	7 713
Rekard Kft.	31 500	0	0	31 500
Lease	66	0	176	242
Rába Nyrt.	129	0	20	149
Rába Futómű Kft.	-322	0	40	-282
Rába Jármű Kft.	33	0	18	51
Rába Járműalkatrész Kft.	117	0	42	159
Rekard Kft.	109	0	56	165
Trade and other receivables	13 521	-6 831	6 869	13 559
Rába Nyrt.	530	-370	0	160
Rába Futómű Kft.	10 932	-6 461	0	4 471
Rába Jármű Kft.	0	0	6 862	6 862
Rába Járműalkatrész Kft.	1	0	6	7
Rekard Kft.	2 058	0	1	2 059
Provisions	32 953	-3 776	9 514	38 691
Rába Nyrt.	15 431	0	9 407	24 838
Rába Futómű Kft.	8 805	-193	0	8 612
Rába Jármű Kft.	4 160	-1 447	0	2 713
Rába Járműalkatrész Kft.	4 557	-2 136	0	2 421
Rekard Kft.	0	0	107	107
Property, plant and equipment	-465 303	-46 923	14 837	-497 389
Rába Nyrt.	10 227	0	9 609	19 836
Rába Futómű Kft.	-474 404	-31 020	0	-505 424
Rába Jármű Kft.	6 861	-14 736	0	-7 875
Rába Járműalkatrész Kft.	-6 853	0	5 228	-1 625
Rekard Kft.	-1 134	-1 167	0	-2 301
Development reserve	-75 926	-9 735	7 642	-78 019
Rába Nyrt.	0	0	0	0
Rába Futómű Kft.	-35 092	-6 308	0	-41 400
Rába Jármű Kft.	-20 287	0	7 642	-12 645
Rába Járműalkatrész Kft.	-20 547	-3 427	0	-23 974
Non deductible expense in relation to the corporate income tax law	0	0	4 915	4 915
Rába Nyrt.	0	0	664	664
Rába Futómű Kft.	0	0	1 112	1 112
Rába Jármű Kft.	0	0	3 076	3 076
Rába Járműalkatrész Kft.	0	0	63	63
Rekard Kft.	0	0	17	17
Total net deferred tax	-265 746	-73 497	38 862	-300 380
Rába Nyrt.	32 549	-6 602	19 700	45 647
Rába Futómű Kft.	-306 517	-43 982	1 152	-349 347

The Group's carried forward tax losses amounted to HUF 20,888,871 thousand as at 31 December 2025, of which HUF 498,009 thousand may be utilised until 2026, HUF 1,573,971 thousand until 2027, HUF 1,427,314 thousand until 2028, HUF 2,713,504 thousand until 2029, and the remaining balance until 2030 (as at 31 December 2024: HUF 18,747,487 thousand, of which HUF 683,846 thousand may be utilised until 2025, HUF 498,009 thousand until 2026, HUF 714,371 thousand until 2027, HUF

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1,427,314 thousand until 2028, HUF 2,807,754 thousand until 2029, and the remaining balance until 2030). The Group utilises its carried forward tax losses on a FIFO basis.

No deferred tax was recognised in other comprehensive income.

The Group recognises deferred tax assets only to the extent that it is probable that future taxable profits will be available against which the temporary differences can be utilised. Deferred tax assets are reviewed at each reporting date and are adjusted by the Group to the extent that the realisation of the related tax benefit remains probable. Accordingly, as at 31 December 2025, the Group recognised a deferred tax asset of HUF 222,777 thousand in respect of tax losses carried forward amounting to HUF 2,475,300 thousand (as at 31 December 2024, the Group recognised a deferred tax asset of HUF 229,009 thousand in respect of tax losses carried forward amounting to HUF 2,544,544 thousand). The carried forward tax losses for which the deferred tax asset was recognised may be utilised no later than 2030.

	31 December 2024	31 December 2025
Profit before tax	630 382	3 943 320
Calculated corporation tax	56 734	354 899
Local business tax and innovation contribution	537 220	510 895
Permanent differences	0	4 931
Under- and over-recognition in previous years	-6 550	128 257
Total tax expenses	587 404	998 982
<i>Effective tax rate</i>	<i>93%</i>	<i>25%</i>

In 2024 the corporation tax rate applicable to the tax base of the Rába Group calculated under Hungarian tax laws was 9%.

Note 28 Transactions between related parties with participating interest

i) Transactions with subsidiaries

	31 December 2024	31 December 2025
Other long-term receivables	848 336	873 786
Receivables	9 391 268	18 619 836
Liabilities	9 391 268	18 619 836
Revenues	4 410 522	3 682 838
Other income and expenses	84 409	1 938
Financial income and expenses	6 108	14 866

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The above transactions with related parties and associated companies were carried out in the ordinary course of business and substantially under the same conditions, including interest and collateral, as comparable transactions with companies in a similar financial situation. The transactions did not involve any risks beyond the normal risk of repayment and did not represent any other adverse characteristics.

Transactions related to subsidiaries are filtered out during consolidation.

ii) Transactions with key management personnel

The aggregate amounts of transactions and existing balances with key management personnel and entities over which they have control or significant influence were as follows:

	Expenses		Open liabilities	
	31 December		31 December	
	2024	2025	2024	2025
Staff benefits for key management personnel	312 491	288 095	43 548	36 047
Honorarium paid to the Board of Directors	52 800	52 800	0	0
Honorarium paid to the Supervisory Board*	23 533	25 972	0	0

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Senior executives of the Group as at 31 December 2025:

Name	Position	BoD	SB	AC	Mgm
Hetzmann Béla	Chairman of the Board	x			
Dr. Szász Károly	Board member	x			
dr. Csüllög Nóra	Board member	x			
Lang-Péli Éva	Board member	x			
Majoros Csaba	Board member	x			
Mráz Dániel Emanuel	Board member	x			
dr. Szabó-Szombati Tibor	Board member	x			
Sárközi Dávid Soma	Chairman of the Supervisory Board		x	x	
dr. Szabó Sándor József	Member of the Supervisory Board		x	x	
Dr. Antal Ferenc	Member of the Supervisory Board		x	x	
Hetzmann Béla	President-CEO				x
Lang-Péli Éva	General Deputy CEO				x
Vida László	Rába Futómű Kft. Managing Director				x
Urbányi László	Rába Járműalkatrész Kft. Managing Director				x
Torma János	Rába Jármű Kft. Managing Director				x
Vincze Péter	Rába Jármű Kft. Managing Director				x
Urbányi László	REKARD Kft. Managing Director				x
Horváth Gábor	Rába Futómű Kft. Chairman of the Supervisory Board		x		
Kiss Zsolt	Rába Futómű Kft. Member of the Supervisory Board		x		
dr. Frank József	Rába Futómű Kft. Member of the Supervisory Board		x		
Lang-Péli Éva	Rába Járműalkatrész Kft. Chairwoman of the Supervisory Board		x		
Szabó Gergely László	Rába Járműalkatrész Kft. Member of the Supervisory Board		x		
Vámos János	Rába Járműalkatrész Kft. Member of the Supervisory Board		x		
Lang-Péli Éva	Rába Jármű Kft. Chairwoman of the Supervisory Board		x		
Farkas Ákos Árpád	Rába Jármű Kft. Member of the Supervisory Board		x		
Boldis Géza István	Rába Jármű Kft. Member of the Supervisory Board		x		
Horváth Gábor	REKARD Kft. Chairman of the Supervisory Board		x		
Varga Zsolt	REKARD Kft. Member of the Supervisory Board		x		
Boros Ildikó	REKARD Kft. Member of the Supervisory Board		x		

BoD - Board of Directors

SB - Supervisory Board

AC - Audit Committee

Mgm – Management

According to their contract, key management personnel do not receive post-employment benefits, other long-term benefits or share-based payments. They are due severance pay according to the Labour Code.

iii) Transactions and current balances with state-owned businesses

The Company has been in majority state ownership since 18 April 2012. Shareholder rights on behalf of the Hungarian State are exercised by N7 Holding Zrt., whose ownership share is 54.34% which is the Company's ultimate parent company.

The Group's significant balances (over HUF 50 million) between the Company and state-owned entities where the state ownership exceeds 50%.

iv) Transactions with Gidrán Páncélozott Járművek Kft.:

During the year under review, Rába Jármű Kft. granted a shareholder loan of EUR 14,700 to Gidrán Páncélozott Járművek Kft., in addition to the shareholder loan of EUR 147,000 granted in the prior year; this receivable was fully impaired.

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Rába Jármű Kft.'s parent company is Rába Automotive Holding Plc., which was presented as an entity with significant ownership interest and provides SSC services to Gidrán Páncélozott Járművek Kft.

Note 29 Financial risks

i) Credit risk

Exposure to credit risk

The carrying amount of financial assets and current non-financial assets represents the maximum credit exposure. The Group has no non-current financial assets. Maximum exposure to credit risk as at the reporting date:

	31 December 2024	31 December 2025
Trade and other financial receivables	8 256 171	6 720 974
Other non-financial assets and receivables	2 702 737	2 618 359
Cash and cash equivalents	613 444	6 714 383

Net trade receivables by geographical segment as at 31 December 2024 and 2025:

	31 December 2024	31 December 2025
Europe	7 137 147	5 565 616
"-of which: Hungary	1 021 578	805 478
"-of which: Germany	3 819 238	2 649 330
America	908 351	749 845
Asia	210 673	167 589
Australia	0	232 245
Total receivables	8 256 171	6 715 295

Ageing of net trade receivables as at 31 December 2024 and 2025:

	Gross receivable	Impairment	Impairment %	Net receivable
<i>Receivables not past due</i>	6 710 467	0	0	6 710 467
1-90 days past due	1 350 809	-17	0	1 350 792
91-180 days past due	133 765	-6 929	5.18	126 836
181-365 days past due	101 967	-37 619	36.89	64 348
More than 365 days past due	109 390	-105 662	96.59	3 728
<i>Total past due</i>	1 695 931	-150 227	8.86	1 545 704
Total	8 406 398	-150 227	1.77	8 256 171

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	31 December 2025			
	Gross receivable	Impairment	Impairment %	Net receivable
<i>Receivables not past due</i>	5 919 824	0	0	5 919 824
1-90 days past due	780 031	0	0	780 031
91-180 days past due	534	-117	21.91	417
181-365 days past due	18 056	-3 033	16.80	15 023
More than 365 days past due	73 436	-73 436	100.00	0
<i>Total past due</i>	872 057	-76 586	8.78	795 471
Total	6 791 881	-76 586	1.13	6 715 295

Expected credit loss is assessed by analysing the figures of the past 3 years, also adjusted for forward-looking information.

Changes in impairment allowance for uncertain and doubtful debts:

1 January 2024	89 179
reversed impairment	0
impairment booked	90 068
impairment attributable to derecognised items	-29 020
31 December 2024	150 227
reversed impairment	-4 904
impairment booked	21 272
impairment attributable to derecognised items	-90 009
31 December 2025	76 586

The Group treats receivables from sale of the asset and provision of services in accordance with the rights and obligations laid down in individual partner contracts. This involves reviewing at least annually the risks and collateral identifiable based on the relevant contracts that can influence future cash flows from such receivables. Based on the review, a loss allowance is recognised for the outstanding receivables at the level of the individual transactions to the extent that the future recovery of the given receivable is at risk in spite of the integrated collateral.

The Group has no receivables that were previously written off but would be subject to enforcement procedure.

The Group recognised 100% impairment on receivables recorded among 'Other non-current assets'.

ii) Liquidity risk

The contractual maturity of the loans, including estimated interest payments, is as follows:

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31 December 2024

	Carrying amount	Contractual cash flows	Less than 12 months	1-2 years	2-5 years	More than 5 years	Fair value of future cash flows
Bank loan TCF-DK-26/2018	218 715	219 480	219 480	0	0	0	213 529
Bank loan F1A-10186441	1 148 252	1 170 040	1 170 040	0	0	0	1 138 317
Bank loan TCF-R-16/2024	1 094 940	1 179 557	42 308	0	1 137 249	0	1 060 257
Bank loan GYÖR-23-0028/1	2 262 606	2 496 580	483 375	468 976	1 334 937	209 292	2 283 065
Bank loan 2009/081	1 681 370	1 709 650	1 709 650	0	0	0	1 663 297
Bank loan GYÖR-22-0052/1	1 722 378	1 772 829	600 679	590 058	582 092	0	1 664 505
Bank loan GYÖR-22-0052/2	1 435 315	1 462 909	1 462 909	0	0	0	1 423 246
Bank loan TCF-R-126/2022	4 100 900	4 321 665	77 917	77 917	4 165 831	0	3 882 582
Bank loan 042L808231650002M	447 371	461 147	309 267	151 879	0	0	444 638
Bank loan 042L865203430003M	3 280 720	3 503 809	78 737	78 737	3 346 334	0	3 149 800
Bank loan 042L801213420002M-01	132 912	135 368	135 368	0	0	0	131 698
Bank loan TZ-049833	1 970	2 041	2 041	0	0	0	1 986
Lease liabilities	91 902	91 902	21 066	70 836	0	0	91 902
Total loans, borrowings and leases	17 619 351	18 526 977	6 312 838	1 438 404	10 566 443	209 292	17 148 822

The Notes on pages 7 to 58 form an integral part of these consolidated financial statements.

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31 December 2025

	Carrying amount	Contractual cash flows	Less than 12 months	1-2 years	2-5 years	More than 5 years	Fair value of future cash flows
Bank loan F1A-10186441	1 079 120	1 094 708	1 094 708		0	0	1 065 027
Bank loan TCF-R-16/2024	2 042 620	2 139 930	64 874	2 075 057	0	0	2 027 176
Bank loan GYÖR-23-0028/1	1 739 768	1 893 689	440 741	427 209	1 025 739	0	1 752 320
Bank loan 2009/081	1 580 140	1 601 282	1 601 282	0	0	0	1 557 867
Bank loan GYÖR-22-0052/1	1 079 120	1 099 084	554 533	544 551	0	0	1 054 921
Bank loan GYÖR-25-0008/1	1 348 900	1 368 048	1 368 048	0	0	0	1 330 956
Bank loan TCF-R-126/2022	3 854 000	3 963 839	73 226	3 890 613	0	0	3 753 744
Bank loan 007L827223060003M	3 083 200	3 194 195	73 997	3 120 198	0	0	3 025 289
Bank loan 042L808231650002M	140 146	142 101	142 101	0	0	0	138 248
Bank loan 042L801213420002M-01	197 992	200 753	200 753	0	0	0	195 310
Lease liabilities	378 678	378 678	93 678	164 458	120 542	0	378 678
Total loans, borrowings and leases	16 523 684	17 076 307	5 707 940	10 222 087	1 146 281	0	16 279 538

The bank loans of the Group are secured by collateral.

The Notes on pages 7 to 58 form an integral part of these consolidated financial statements.

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Maturity analysis of trade and other financial receivables:

31 December 2024

	Carrying amount	Contractual cash flows	Less than 12 month	1-2 years	2-5 years	More than 5 years	Fair value of future cash flows
Net trade receivables	8 256 171	8 256 171	8 256 171	-	-	-	8 256 171
Accrued interest	0	0	0	-	-	-	0
Total	8 256 171	8 256 171	8 256 171	0	0	0	8 256 171

31 December 2025

	Carrying amount	Contractual cash flows	Less than 12 months	1-2 years	2-5 years	More than 5 years	Fair value of future cash flows
Net trade receivables	6 715 295	6 715 295	6 715 295	-	-	-	6 715 295
Accrued interest	5 679	5 679	5 679	-	-	-	5 679
Total	6 720 974	6 720 974	6 720 974	0	0	0	6 720 974

The Notes on pages 7 to 58 form an integral part of these consolidated financial statements.

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Maturity analysis of trade and other financial liabilities:

31 December 2024

	Carrying amount	Contractual cash flows	Less than 12 months	1-2 years	2-5 years	More than 5 years	Fair value of future cash flows
Trade liabilities	6 476 986	6 476 986	6 476 986	-	-	-	6 476 986
Lease liabilities	73 641	73 641	73 641				73 641
Accrued supplier costs	27 253	27 253	27 253	-	-	-	27 253
Total	6 577 880	6 577 880	6 577 880	0	0	0	6 577 880

31 December 2025

	Carrying amount	Contractual cash flows	Less than 12 months	1-2 years	2-5 years	More than 5 years	Fair value of future cash flows
Trade liabilities	6 971 650	6 971 650	6 971 650	-	-	-	6 971 650
Interest liabilities	426 428	426 428	426 428				426 428
Accrued supplier costs	31 389	31 389	31 389	-	-	-	31 389
Total	7 429 467	7 429 467	7 429 467	0	0	0	7 429 467

The Notes on pages 7 to 58 form an integral part of these consolidated financial statements.

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iii) Currency risk

Main exchange rates during the year and as at the end of the year were as follows:

	Average rate		Spot rate as at 31 December	
	2024	2025	2024	2025
EUR	395.20	397.91	410.09	385.40
USD	365.24	353.20	393.60	328.42

The Group has assessed the market risks to which it is exposed. Since a significant part of its income and expenses are denominated in euros and dollars, it has carried out a sensitivity analysis of these currencies. The method and assumptions of the sensitivity analysis have not changed compared to the previous period.

An appreciation in the HUF at the reporting date vis-à-vis the EUR/USD as presented in the table below would have increased (positive amounts) or decreased (negative amounts) equity and profit as shown in the following table in THUF. The weakening of the forint would result in an opposite effect. The analysis was based on exchange rate changes deemed reasonably possible by the Group on the reporting date. The analysis assumes that all other variables remain constant, including interest rates. The analysis is based on the same principles as in the case of comparative information:

Currency	31 December 2024			31 December 2025		
	Rate of change	Rate of change	Rate of change	Rate of change	Equity	Profit or loss
EUR	3.68%	3.68%	3.68%	3.79%	-371,216	-371,216
USD	9.81%	9.81%	9.81%	2.00%	36,513	36,513

In the case of items denominated in EUR, liabilities exceed receivables and therefore they are expected to have a favourable impact on earnings for the Group.

In the case of USD-denominated items, liabilities exceed receivables; therefore, the expected effect on profit or loss is favourable for the Group.

iv) Interest rate risk

As at the reporting date 60% of the Group's interest bearing financial instruments were fixed-rate loans, see Note 16.

The weighted average interest rate for loans in 2025 was 2.57% (in 2024: 2.81%).

As the Group does not measure financial instruments with fixed interest at fair value through profit or loss and it has no derivative transactions (interest rate swaps) designated as hedging instruments in a fair value hedge, changes in the interest rate as at the reporting date would not have any impact on profit or loss or on equity.

v) Fair values

Fair values of financial assets and financial liabilities and their carrying amount reported in the consolidated balance sheet:

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	Carrying amount	
	31 December 2024	31 December 2025
Trade and other receivables	8 256 171	6 720 974
Cash and cash equivalents	613 444	6 714 383
Non-current financial liabilities*	17 619 351	16 523 684
Trade and other liabilities	6 577 880	7 429 467

*it also includes the amount of financial liabilities falling due within one year.

Except for non-current financial liabilities, the carrying amount of financial instruments is a reasonable approximation of fair value, as they typically mature within one year.

As at 31 December 2025, the fair value of non-current financial liabilities amounted to THUF 16,279,538 and their carrying amount totalled THUF 16,523,684 (as at 31 December 2024: fair value THUF 17,148,822, carrying amount THUF 17,619,351). The Group calculates the fair value of these liabilities using the discounted cash flow method, the discount rate used is 2.57%. Fair value measurement is classified at Level 3 of the fair value hierarchy.

Note 30 Earnings per share

i) Basic earnings per share

The basic earnings per share amount as at 31 December 2025 was calculated based on the THUF 2,922,097 profit for the year (2024: THUF 42,978 profit) and the weighted average number of ordinary shares outstanding: 13,352,765 shares (2024: 13,352,765 shares), as follows:

	2024	2025
Issued ordinary shares at 1 January	13 473 446	13 473 446
Effect of treasury shares held	-120 681	-120 681
Effect of share options exercised	0	0
Weighted average number of ordinary shares at 31 December	13 352 765	13 352 765
Profit for the year	42 978	2 944 338
Basic earnings per share (HUF/share)	3	221

ii) Diluted earnings per share

	2024	2025
Weighted average number of ordinary shares	13 352 765	13 352 765
Number of exercisable share options	0	0
Diluted weighted average number of ordinary shares	13 352 765	13 352 765
Profit for the year	42 978	2 944 338
Diluted earnings per share (HUF/share)	3	221

During 2016 the share option plan was terminated, no exercisable options remained, thus the share option has no dilutive effect. In 2025 there were no changes in the treasury shares.

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Note 31 Capital commitments and contingencies

As at 31 December 2025, future capital expenditure, other services and ordered inventories commitments of the Group amounted to THUF 27,911,560, of which THUF 9,650,530 relates to capital expenditure, THUF 15,913,383 to purchase of inventories and THUF 2,347,647 to services. (In 2024 the total amount was THUF 13,292,270, of which THUF 2,990,887 related to capital expenditure, THUF 10,002,948 to purchase of inventories and THUF 298,435 to services.)

The Group does not have any contingent liabilities as at 31 December 2024 and 2025.

Note 32 Lease liabilities

Maturity analysis of lease payments for the lease contracts:

	31 December 2024	31 December 2025
Less than one year	21 056	93 678
Between one and five years	70 836	285 000
More than five years	-	-
Total leases	91 902	378 678

The Group typically leases vehicles and trolleys. The term of the leases is typically between 1 and 5 years. The leasing contracts do not contain any restrictions or collaterals, and the Group has not contracted for leaseback transactions.

Interest expenses arising from lease liabilities are recognised under finance costs and amounted to THUF 11,071 in 2025 (2024: THUF 11,851).

The Group disregarded the following potential future cash flows when valuing lease liabilities: variable lease fees, the impact of renewal and decommissioning options, residual value guarantees.

Note 33 Subsequent events and Miscellaneous

Subsequent events

There were no events after the reporting date which would have an impact on the financial statements for 2025.

In respect of the ordinary shares issued by RÁBA Plc., following the disposal of the 54.34% ownership interest held by N7 Holding National Defence Industry Innovation Ltd. and the 20% ownership interest held by the Foundation for Széchenyi István University, the transaction closed on 5 January 2026, as a result of which 74.34% of the RÁBA shares were acquired by 4iG SDT EGY Ltd., a member of the 4iG Group. As a result of the transaction, the majority state ownership in Rába Plc. ceased. Rába shares continue to be listed on the Budapest Stock Exchange, with an unchanged free float of 25.66%.

As a consequence of the completed change in ownership, information on the potential effects impacting operating profit is publicly available on the Company's website.

At the extraordinary general meeting of RÁBA Plc. held on 26 January 2026, effective as of the close of the general meeting, Béla Hetzmann, Éva Lang-Péli, Dr Nóra Csüllög, Csaba Majoros, Dániel Emánuel Mráz, Dr Károly Szász and Dr Tibor Szabó-Szombati were recalled from the Board of Directors, while Endre Vojtek, Dr Ferenc Antal and Dr Sándor József Szabó were recalled from the Supervisory Board (and Audit Committee). The general meeting then elected Dr István Sárhegyi as Chairman of the Board of Directors, and Gergely Sántha, Orsolya Földi, Béla Hetzmann, Tamás Szabó and Balázs Várnai as members of the Board of Directors. It also elected Dr Zoltán Lajos Pafféri as Chairman of the Supervisory Board (and Audit Committee), and Dr Csaba Vezekényi and Dr Rózsa Ildikó Tóthné as members of the Supervisory Board (and Audit Committee).

Pursuant to the decision of the Board of Directors of RÁBA Plc., Béla Hetzmann ceased to hold the position of Chief Executive Officer of RÁBA Plc. as of 31 January 2026. From 1 February 2026, the position of Chief Executive Officer of RÁBA Plc. has been held by Tamás Szabó, member of the Board of Directors of RÁBA Plc.

Rába Járműipari Holding Nyrt.
Notes to the Consolidated Financial Statements
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Miscellaneous:

We assessed how the Russian-Ukrainian armed conflict that began on 24 February 2022, as well as the Iranian-Israeli-American armed conflict that began on 28 February 2026, and their potential economic consequences, are expected to affect the Company. Based on this assessment, we have not currently identified any specific circumstances that would have a material impact on the Company's financial position, financial performance or cash flows for 2025. However, due to the uncertainty and volatility of the situation, it is possible that circumstances with a material impact may arise in the future.

The decline in customer demand exceeding 6.1% on an annual basis, together with cost levels stabilising at a high level, clearly left a mark on profitability. Through significant resource consolidation, keeping general corporate overheads under control, and certain one-off revenues, the decrease in profit resulting from lower sales and high purchase price levels was partially offset.

In the consolidated cash flow statement, it was identified in 2025 that the line item "Change in trade and other payables and other non-current liabilities" had not been presented appropriately, and this was corrected retrospectively. This amendment also affected the line items "Net cash flows from operating activities" and "Net increase/decrease in cash and cash equivalents".

Note 34 Disclosures required by the Hungarian Act on Accounting

Individuals authorised to sign the consolidated annual financial statements:

Tamás Szabó, Chief Executive Officer, 19-29 Kapás Street, 6th floor, Door 7, H-1027 Budapest
Péter András Vágvolgyi, Deputy Chief Executive Officer for Finance, 23-25 Viola Street, Building A, 4th floor, Apartment 404, H-1094 Budapest

Website of the Company: www.raba.hu

ii) Company providing bookkeeping services:

As an employee of Rába Plc.:

Name: Melinda Kelemen
Registration number: 151546

iii) The consolidated financial statements of the Rába Group are subject to statutory audit under the Accounting Act. The audit is performed by:

RSM Hungary Auditing Ltd.
BalanceHall Building, 4th floor
99-105 Váci Road
H-1139 Budapest

The statutory auditor personally responsible for the audit is: Ádám Mosonyi
Chamber registration number: 007424

For the financial year ended 31 December 2025, the audit fee for the consolidated financial statements is HUF 5,000 thousand + VAT; the audit fee for the separate financial statements and the audits of the subsidiaries is HUF 30,000 thousand + VAT. The audit engagement also includes the translation of the separate and consolidated financial statements of Rába Automotive Holding Plc. from Hungarian into English.

The fee for the limited assurance engagement relating to the sustainability report forming part of the consolidated business report is HUF 12,000 thousand + VAT.

Rába Járműipari Holding Nyrt.
Notes to the Consolidated Financial Statements
for the year ended 31 December 2025 (amounts in THUF)

In 2025, the Group did not use any other assurance services, tax advisory services or other non-audit services.

iv) Proposal for the appropriation of profit after tax:

The Board of Directors does not propose to submit any dividend payment to the General Meeting.



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RÁBA Járműipari Holding Nyrt.

CONSOLIDATED BUSINESS REPORT AND EXECUTIVE REPORT

on the business year ended 31 December, 2025

of RÁBA Automotive Holding Plc.

Győr, March 31, 2026



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1. INTRODUCTION OF THE GROUP OF COMPANIES

The legal predecessor of RÁBA Automotive Holding Plc. was established in 1896. In the course of its history, it became a corporation and group of companies of global renown through the production of road and off-road vehicles, main parts and components.

Milestones in the history of the Company include:

- Incorporation of a company limited by shares (1 January, 1992),
- Listing of the Company's shares on the stock exchange (17 December, 1997)

RÁBA Plc. is a publicly held joint stock company registered in Hungary by the Court of Registration of the Győr Court. The principal place of trading of the Rába shares is the Budapest Stock Exchange (BÉT). Since its listing on the Budapest Stock Exchange, the Company's performance is continuously being monitored by its investors, as well.

The consolidated financial statements of RÁBA Plc. include its interests in RÁBA Plc. and its subsidiaries ("Rába group"). The consolidated financial statements have been prepared in accordance with the International Financial Reporting Standards adopted by the European Union and the requirements of Act C of 2000 on Accounting in force in Hungary for entities preparing consolidated annual accounts in accordance with IFRS.

The core activity of the Rába group is the manufacturing of vehicle components, primarily axles and chassis.

The seats of the member companies within the group of companies are located at:

The seat of RÁBA Plc., Rába Axle Ltd., Rába Automotive Components Ltd., Rába Vehicle Ltd. is located at: 9027 Győr, Martin út 1.

The seat of REKARD LLC. is located at: 9027 Győr, Kandó Kálmán utca 5.

The sites and branches of the companies within the group are located at:

9027 Győr, Martin út 1. (Rába Axle Ltd., REKARD LLC.)

9027 Győr, Reptéri út 14. (Rába Axle Ltd.)

9027 Győr, Reptéri út 16. (Rába Axle Ltd.)

9600 Sárvár, Ipartelep utca 6. (Rába Axle Ltd., Rába Automotive Components Ltd.)

8060 Mór, Ipartelep (Rába Automotive Components Ltd.)

8060 Mór, Velegi út 2. (Rába Automotive Components Ltd.)

The group of companies operates in a holding structure. RÁBA Plc. manages the Rába group, one of Hungary's largest, leading automotive groups of companies. The efficient integration of the Rába group is hinged on the successful coordination of its member companies. The Rába group consists of RÁBA Plc., the parent company and Rába Axle Ltd., Rába Automotive Components Ltd., Rába Vehicle Ltd., and REKARD LLC., 100% owned subsidiaries.

The real assets of the Győr site are owned by RÁBA Plc., and the property needed for their activity is partly leased by Rába Axle Ltd., Rába Vehicle Ltd. and REKARD LLC. Rába Automotive Components Ltd. performs its activities in part in property leased from the parent company, partly in its own property and partly in property leased from third parties, in Mór and in Esztergom.

RÁBA Plc., performs asset management tasks and provides management and control functions.

Executive tasks in the areas of finance, human resources, strategic purchasing, sales, as well as of controlling, IT and capital expenditure are performed by the executives of RÁBA Plc.

The subsidiaries carry out production activities in the automotive industry.

The Companies share the same value principles in terms of environmental protection, human resources, ethical values, business and internal relations.



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2. KEY EVENTS AND RESULTS OF THE CURRENT YEAR

Rába Axle Ltd.

In terms of turnover, the largest subsidiary of the group of companies is still Rába Axle Ltd., which achieved a turnover of 35.1 billion forints with a 6.5 percent decrease in sales revenue. Demand data for the automotive industry segments relevant to Rába Axle Ltd. indicate a fundamentally negative business environment in 2025. The road commercial vehicle and agricultural vehicle markets showed a significant decrease, while the passenger vehicle market stagnated compared to the previous year. Significant global economic events affecting the markets, such as changes in US customs policy and the Russian-Ukrainian war, did not create favorable conditions for the start of significant economic growth. The price level of production costs remained largely unchanged, and production costs continued to exert significant pressure on financial profitability. Inflationary pressure remains high, and purchase prices still significantly exceeded pre-energy crisis levels.

Rába Vehicle Ltd.

In 2025, the company's main activities were military spare parts sales, after-sales service repairs and project-based bodybuilding. The focus of the technical development activities of the Rába Development Institute was primarily on the design and physical testing of axles and axle-environments.

Rába Automotive Components Ltd.

The decline in the European automotive industry, which became apparent a few years ago, continued and became a trend. In such an environment, market players came under pressure due to the significant decrease in traffic. The decrease in activity was general, yet its magnitude differed in the different segments. The passenger vehicle segment, which is relevant for Rába Automotive Components Ltd., almost stagnated during 2025 after a more spectacular decline in 2024.

REKARD LLC.

In 2025, movements towards the higher added value portfolio and stronger market penetration for gear cases and related assemblies were among the main aims at Rekard LLC. As a priority, improving production efficiency and enhancing synergies with new group investments and within Rába Group besides increasing dependence from the agricultural segment and stabilizing supply chains.

Results of the current year

Demand data for the vehicle industry segments relevant to the Rába Group showed a fundamentally negative business environment in 2025. The commercial road vehicle and agricultural vehicle markets showed a significant decrease, while the passenger vehicle market stagnated compared to the previous year. The generally low demand activity had a clear negative impact on the Rába Group's turnover data, with sales below the levels of the previous year. Market uncertainties continue to have a significant impact on business players, therefore future prospects are unpredictable. The price level of production costs remained largely unchanged, and the Rába Group's production costs continued to put significant pressure on financial performance. Inflationary pressure remained high, with purchase prices still significantly above pre-energy crisis levels.

The Rába Group achieved EBITDA-level profits of HUF 6.9 billion and HUF 2.9 billion profits for the current year in 2025 upon sales revenue of HUF 54.2 billion.



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Analysis of consolidated comprehensive statement of income (profit and loss)

Figures in thousand HUF

	31.12.2024 modified	31.12.2025
Sales revenue	57 736 215	54 236 288
Direct cost of sales	-48 455 151	-45 262 511
Gross profit	9 281 064	8 973 777
Cost of sales and marketing	- 335 875	- 390 512
General and administration expenses	-8 237 950	-9 672 217
Other revenues	2 478 668	8 515 761
Other expenditures	- 905 780	-3 651 112
Total other operating expenses	- 90 068	- 19 095
Revenue from operations	-7 091 005	-5 217 175
Financial revenues	2 190 059	3 756 602
Financial expenditures	1 617 035	2 094 749
Net financial profit/loss	-3 176 712	-1 908 031
Income from the acquisition of subsidiary companies	-1 559 677	186 718
Settlement of pre-acquisition contractual relations with acquired company	0	0
Profit/Loss of affiliated companies	0	0
Pre-tax profit	0	0
Tax*	630 382	3 943 320
Profit/Loss during reporting year	- 587 404	- 998 982
Total comprehensive profit/loss for the year	42 978	2 944 338
Basic value of earning per share (HUF)	3	221
Diluted value of earning per share (HUF)	3	221

The European commercial vehicle market performed above the base period in the second half of 2025, and although this positive half-year figure corrected the cumulative period volumes, it could not eliminate the full-year decline: the European heavy commercial vehicle market segment showed a 5 percent decline in 2025. The recession in the North American trucking industry continued in the fourth quarter of the year, with full-year demand showing a significant 15 percent decline.

In the global commercial vehicle market, the most significant decline in demand in recent years has been in the agricultural products market. The decline in demand continued in 2025, although stagnation or even minor growth can be observed in certain geographical segments. Overall, demand for Rába's agricultural-related products in 2025 was still 13 percent lower than the base period a year earlier.

The Rába Group's sales revenue reached HUF 54.2 billion in 2025, which was HUF 3.5 billion lower than the previous year. The decrease was 6.1 percent. Rába Axle Ltd., which has the largest export exposure, contributed to the group-level sales result with a 6.5 percent decrease in turnover, while Rába Automotive Components Ltd., which is involved in the passenger car segment, realized a 12.2 percent decrease in sales in the 2025 business year. The turnover of REKARD LLC., which is involved in the agricultural segment, actually stagnated in the period under review, and compared to the previous year, the change in sales was 0.1 percent. Rába Vehicle Ltd. achieved confident sales growth, building on both its core business and project-type sales, with a sales growth rate of 41.5 percent.

High production costs continue to be a significant burden. Steel purchase prices are still 18 percent higher than the average of previous years, while energy prices are more than twice as high as before the crisis, and wages have increased by about 69 percent since the beginning of 2021. The Rába



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Group continues to make significant efforts to manage these negative effects on both the purchasing and sales sides, and to offset their profit-reducing effect.

In 2025, as a result of sales turnover falling short of the base period and cost levels stabilizing at a high level, the gross margin at the group level fell by 3.3 percent from the level a year earlier, with the gross profit realized at HUF 8,974 million. However, the gross margin was achieved with improved efficiency, with the group-level margin ratio exceeding the level a year earlier by 0.4 percentage points and reaching 16.5 percent. The improving gross margin ratio despite the decrease in turnover can be interpreted as the result of the measures already taken – including the achieved sales price increase, labor management, inventory and capacity optimization, and keeping purchase prices under control. The increase in the margin level was also contributed to by the accounting change due to the introduction of the new ERP system, which caused a rearrangement between direct and indirect costs.

The balance of other income and expenses showed a profit of HUF 4,865 million in 2025, compared to a profit of HUF 1,573 million in the same period of the previous year. The other income line for the current period also includes income from two significant real estate sales, the combined impact of which was HUF 7,975 million. In addition, HUF 3,211 million in depreciation of tangible assets was recognized among other expenses. The result of other activities for the base period also included items related to the sale and valuation of individual tangible assets in the amount of HUF 2,063 million, as well as HUF 650 million in depreciation of tangible assets.

The operating profit for 2025, significantly exceeding the base period, amounted to HUF 3,757 million. The significant increase is the result of the combined net effect of revenues from individual real estate sales and the unplanned depreciation of individual tangible assets, while the operating result at group level, adjusted for individual items, amounted to a loss of HUF 1,007 million. The majority of the operating loss stems from the cyclically weak third quarter, burdened by customer shutdowns, and the significantly underperforming fourth quarter in terms of demand and the exchange rate environment. In the reporting period of 2025, all subsidiaries realized operating results that were lower than the base period: Rába Axle Ltd.'s operating result, adjusted for individual items, amounted to HUF 1,126 million, REKARD LLC. had a loss of HUF 261 million, while Rába Automotive Components Ltd. achieved an operating profit of HUF 4 million and Rába Vehicle Ltd. achieved an operating profit of HUF 421 million.

The EBITDA level result for 2025 demonstrates significant cash generation, with group-level EBITDA amounting to HUF 6,861 million. The significant cash generation comes from two sources: the result from the sale of real estate was HUF 7,975 million, and the EBITDA level result was also affected by the unplanned depreciation of tangible assets recorded in the fourth quarter. Rába Axle Ltd. contributed to the achievement of the group-level EBITDA with an EBITDA level profit adjusted for unplanned depreciation of HUF 1,039 million. Rába Automotive Components Ltd. realized an EBITDA level profit of HUF 326 million and Rába Vehicle Ltd. realized an EBITDA level profit of HUF 543 million in 2025. REKARD LLC., which suffered a drastic decrease in turnover in the past two years, was unable to achieve a profit at the EBITDA level in the cumulative period under review, with a realized EBITDA level result of HUF 125 million.

Preserving and maintaining cash generation efficiency in 2025 was a greater challenge than ever for the Rába Group, as the decrease in customer demand was drastic in each segment, but can also be considered significant in general. In addition, there is no significant reduction in the burden on suppliers either. The management of the group of companies continues to pay special attention to preserving cash generation efficiency.

In 2025, the financial result showed a profit of HUF 187 million compared to a loss of HUF 1,560 million in the previous year. The unrealized gain from loan revaluation was HUF 978 million. In addition, the financial result included an additional HUF 355 million in net interest expense.



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Total comprehensive income and profit for the year reached a profit of HUF 2,944 million in the year under review.

The financial position of the Rába Group continued to be characterized by a stable liquidity position in the reporting period. The level of the net loan portfolio reached HUF 9.8 billion at the end of the reporting period, which showed a decrease of HUF 7.2 billion compared to the base period. Among the factors influencing the level of the net loan portfolio, the significant revenue-generating real estate sales, the operational cash generation realized since the base period, and the working capital stock decreasing by HUF 3.3 billion compared to the base period should be highlighted. In addition, a significant increasing item is the investment activity ensuring technological development, increasing flexibility, and maintaining production capacity. The net loan portfolio was favorably affected by the revaluation of loans not involving cash movements and resulting from exchange rate movements, the value of which was HUF 978 million in 2025.

Analysis of consolidated statement of financial position (balance sheet)

Figures in thousand HUF

	December 31, 2024	December 31, 2025
Assets		
Real properties, machines, equipment	31 069 604	30 406 983
Intangible assets	753 469	769 781
Property for investment purposes	317 635	193 060
Other investments	8 058	205
Other long-term assets	60 283	0
Deferred tax receivables	65 082	77 194
Total invested assets	32 274 131	31 447 223
Inventories	12 555 901	11 688 202
Trade receivables	8 256 171	6 720 974
Other non-financial assets and receivables	2 702 737	2 618 359
Profit tax receivables	64 437	0
Cash and cash equivalents	613 444	6 714 383
Total current assets	24 192 690	27 741 918
Total assets	56 466 821	59 189 141
Shareholders' equity and liabilities		
Registered capital	13 473 446	13 473 446
Treasury shares	- 108 952	- 108 952
Retained earnings	10 674 744	13 619 082
Total equity	24 039 238	26 983 576
Provisions	49 429	43 819
Long-term financial liabilities	11 695 996	11 157 533
Deferred tax liability	330 763	372 401
Others long-term liabilities	2 315 483	2 308 650
Total long-term liabilities	14 391 671	13 882 403
Provisions	251 425	339 153
Short-term portion of loans and credits	5 923 355	5 366 151
Trade liabilities	6 577 880	7 429 467
Other non-financial liabilities	5 283 252	4 917 349
Income tax liability	0	271 042
Total short-term liabilities	18 035 912	18 323 162
Total equity and liabilities	56 466 821	59 189 141



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The total assets and liabilities increased by 4.8 percent in 2025 compared to 2024. The ratio of current assets in the composition of assets was 47 percent in 2025 compared to 43 percent in the previous year. The increase was mainly due to the increase in cash and cash equivalents.

A slightly decreasing liability stock can be observed among the liabilities. The level of the net loan stock reached 9.8 billion forints at the end of the reporting period, which is a decrease of 7.2 billion forints compared to the base period. The equity ratio increased from 42.6 percent to 45.6 percent.

Shareholders' equity

Shareholders' equity (HUF 26,984 million) changed as follows compared to the previous year (HUF 24,039 million):

data in HUF thousand

	Registered capital	Treasury shares	Retained earnings	Other aggregate income	Total shareholders' equity
Balance at 01.01.2024	13 473 446	- 108 952	10 631 766	0	23 996 260
Profit for current year	0	0	42 978	0	42 978
Dividend payment from profit of previous years	0	0	0	0	0
Balance at 31.12.2024	13 473 446	- 108 952	10 674 744	0	24 039 238
Balance at 01.01.2025	13 473 446	- 108 952	10 674 744	0	24 039 238
Profit for current year	0	0	2 944 338	0	2 944 338
Dividend payment from profit of previous years	0	0	0	0	0
Balance at 31.12.2025	13 473 446	- 108 952	13 619 082	0	26 983 576

Analysis of assets, financial, income and liquidity situation

The financial position and liquidity of the Group at December 31, 2024 and 2025 are illustrated by the following financial indicators:

Financial position, liquidity indicators

Indicators	2024	2025
Liquidity indicator:		
Cash and cash equivalents / Short-term liabilities	3.4%	36.6%
Acid test:		
(Current assets – Inventories) / Short-term liabilities	64.5%	87.6%
Liquidity ratio:		
Current assets / Short-term liabilities	134.1%	151.4%
Net current assets (MHUF):		
Current assets – Short-term liabilities	6 157	9 419

Asset situation and capital structure

Indicators	2024	2025
Ratio of long-term investments %:		
Investments/Total assets	57.2%	53.1%
Hedge of invested assets %:		
Shareholders' equity/Invested assets	74.5%	85.8%
Level of indebtedness %:		
Liabilities/Shareholders' equity	134.9%	119.4%
Capital adequacy ratio %:		
Shareholders' equity / Total liabilities	42.6%	45.6%



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Profitability trends

Indicators	2024	2025
Return on on equity % <i>Profit during reporting year/Shareholders' equity</i>	0.2%	10.9%
Return on asset % <i>Profit during reporting year /Total assets</i>	0.1%	5.0%
Return on sales % <i>Profit during reporting year /Net sales revenue</i>	0.1%	5.4%

Despite external economic uncertainties and turbulent price changes, the company continues to have a stable liquidity position. An increase can be observed in the liquidity indicators for 2025. Stagnation can be observed in the indicators of the asset position. The ratio of long-term invested assets decreased by 4 percentage points compared to the previous year's base. The level of indebtedness decreased compared to 2024, as the stock of equity increased while short- and long-term liabilities stagnated. The indicators showing the development of profitability show an increase, which is a consequence of the result for the current year being 2,901 million forints higher than the previous year.

The Board of Directors of the Rába Group receives quarterly information from the management of the group on the deviations experienced compared to the current business plan.

At its meeting on December 4, 2025, the Board of Directors of the Rába Group approved the group's 2026 business plan and strategic outlook for 2027-2029.

3. FINANCIAL INSTRUMENTS

The company does not have financial instruments for investment and trading purposes.

Exchange rate risks are hedged according to the current exchange rate hedging strategy approved by the Board of Directors of RÁBA Plc.

The exchange rate hedging strategy did not change in 2025. 70 per cent of the Company's net foreign exchange exposure forecast for the 6-month period can be hedged with forward and option transactions. At the end of 2025, the Company did not have any forward foreign exchange transactions.

CREDIT RISK

The management has a developed credit policy and credit risk is constantly monitored.

The company has developed a credit policy in which each new customer is subject to an individual creditworthiness assessment before being offered the company's standard payment and delivery terms. A purchase limit is set for customers with an expected turnover of over HUF 5 million, which represents the maximum amount of debt. These limits are reviewed annually. The qualification and approval of customers is based on an electronic system, which manages customer risks in a uniform manner at the Rába Group level.

Credit risk is also determined using information from credit rating agencies, so the final limit is gradually established from the geographical region to the customer.

Customers from geographical regions with lower credit risk have a credit limit, the amount of which depends on the volume of business and the individual credit rating of the customer. Business relations with customers from geographical regions with higher credit risk can only be continued with collateral.

This may mean paying an advance for the entire or a specific part of the goods, or using banking instruments (payment guarantee or documentary credit).

In addition to the customer rating/limit system, the company has customer credit insurance for a customer portfolio containing key customers in markets considered to be riskier than average. The insurer



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also rates these customers individually and insures them up to the amount of the individual customer limits.

In view of the increased economic and financial market problems that negatively affect the business environment of enterprises, the Company's financial management pays special attention to managing the range of supplier partners. Therefore, an electronic approval system is also in place for supplier partners within the Rába Group with the aim of ensuring that a supplier network with a stable and reliable business/economic background provides the resources necessary for the continuous and secure operation of the Company.

FOREIGN EXCHANGE RISK

The Company is exposed to foreign exchange risk through sales, purchases and borrowings in currencies other than the Hungarian forint. The currencies that cause the risk are primarily the euro and the US dollar.

The Company may enter into forward and option foreign exchange transactions in order to minimize its risk arising from changes in foreign exchange rates.

Foreign exchange transactions are classified as hedging transactions and non-hedging transactions in accordance with accounting regulations. Hedging transactions are forward and option transactions (cash-flow hedges) used to hedge the risk arising from changes in future cash flows related to forecasted foreign exchange sales, and their value offsets changes in the fair value or cash flows of the hedged transactions.

The loss-like value of non-hedging transactions (the financially unrealized expected amount of the loss-like difference between the market price of the subject of the transactions and its strike price on the balance sheet date) is reported as deferred income.

INTEREST RATE RISK

The policy followed by the Group ensures that more than 50 per cent of the exposure to interest rate changes related to loans is based on fixed interest rates. This is achieved by concluding loan agreements for fixed interest rate loans throughout the entire term. As of December 31, 2025, 60 per cent of the outstanding loans and borrowings at the Group level were fixed interest rates. If the management of interest rate risk with the basic financing transactions (fixed interest rate loans) is not ensured for any reason, the Group may use derivative transactions to manage interest rate risk.

The management of interest rate risk is also effectively assisted by the cash-pool system operated by the Group, since the Group member with a temporary surplus of funds can finance the Group member with a temporary shortage of funds through the cash-pool system. Thus, significant interest savings can be achieved by winning the difference (spread) between bank deposit and loan interest rates.

4. CONSOLIDATED SUSTAINABILITY REPORT

In accordance with legal requirements, RÁBA Plc. and its subsidiaries are preparing a consolidated Sustainability Report ("non-financial report") for the 2025 business year. This consolidated Sustainability Report contains sustainability information for all member companies of the Rába Group, thus the subsidiaries are exempted from preparing an individual sustainability report by law.

As an annex of this Business report, the consolidated Sustainability Report constitutes its separate section.

The place of publicize of the consolidated Sustainability Report as part of the consolidated annual report of Rába Plc are: the official website of Budapest Stock Exchange, the capital market publication system operating by the Central Bank of Hungary and the website of the Company.



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5. EVENTS AFTER THE CLOSING DATE

With regard to the common shares issued by RÁBA Plc., following the disposal of the 54.34% stake held by N7 Holding National Defense Industrial Innovation Plc. and the 20% stake held by For the Széchenyi István University Foundation, through the transaction completed on 5 January, 2026, 74.34 per cent of the RÁBA shares became the property of 4iG SDT EGY Zrt., a member company of the 4iG group. As a result of the transaction, the majority state shareholding in Rába Plc. ceased to exist. Rába shares will remain traded on the Budapest Stock Exchange, with an unchanged free float of 25.66 percent.

At its meeting held January 26, 2026, as of that date, the extraordinary general meeting of shareholders of RÁBA Plc. recalled from the Board of Directors Béla Hetzmann, Éva Lang-Péli, Dr. Nóra Csüllög, Csaba Majoros, Dániel Emánuel Mráz, Dr. Károly Szász and Dr. Tibor Szabó-Szombati, as well as Endre Vojtek and Dr. Ferenc Antal and Dr. Sándor József Szabó from the Supervisory (and Audit) Committee, and subsequently elected as chairman of the Board of Directors Dr. István Sárhegyi and to members of the Board of Directors Gergely Sántha, Orsolya Földi, Béla Hetzmann, Tamás Szabó, Balázs Várnai and to the Supervisory (and Audit) Committee Dr. Zoltán Lajos Pafféri as chairman, and Dr. Csaba Vezekényi and Dr. Ildikó Rózsa Tóth as members.

Pursuant to the decision of the Board of Directors of RÁBA Plc., as of January 31, 2026, Béla Hetzmann ceased to be chief executive officer of RÁBA Plc. As from February 1, 2026, the chief executive officer of RÁBA Plc., is Tamás Szabó, a member of the Board of Directors of RÁBA Plc.

Due to the prolonged absence of Éva Lang-Péli, as from February 1, 2026, she is no longer deputy CEO of RÁBA Plc., as from February 1, 2026, Péter Vágvölgyi is the CFO of RÁBA Plc.

On March 2, 2026, 4iG SDT EGY Plc. has made a public takeover bid for all ordinary shares of RÁBA Plc. issued by the Company which has not yet decided on the approval of the Takeover bid by the Central Bank of Hungary as the Supervisory Authority. The Offeror informed the Company that the purchase of the shares requires the conduct of a competition supervision procedure.

Győr, March 31, 2026

Tamás Szabó
CEO

Péter Vágvölgyi
Chief Financial Officer

This is a translation of the original version in Hungarian.

**Rába Járműipari Holding Nyrt.
Financial Statements
for the year ended 31 December 2025.**

Date, Győr, 19 March 2026.

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Rába Járműipari Holding Nyrt.
Statement of Financial Position
for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

Statement of Financial Position

Assets	Note	2024.12.31 (Restated)	31 December 2025
Property, plant and equipments	7	3 648 163	3 588 329
Intangible assets	8	41 414	57 972
Investment property	9	4 508 781	4 356 235
Investments in subsidiaries	6	9 905 730	5 730 730
Other investments	6	205	205
Deferred tax assets	23	32 549	45 646
Other non-current assets	10	848 336	873 786
Total non-current assets		18 985 178	14 652 903
Inventories		7 652	7 617
Trade and other receivables	11	4 328 073	12 786 572
Other non-financial assets and receivables	11	101 110	112 736
Cash and cash equivalents	12	46 515	311 595
Total current assets		4 483 350	13 218 520
Total assets		23 468 528	27 871 423
Equity and liabilities			
Share capital	13	13 473 446	13 473 446
Treasury shares	13	-108 952	-108 952
Retained earnings	13	4 348 553	7 749 355
Total equity		17 713 047	21 113 849
Provisions	14	40 000	40 000
Non-current financial liabilities	15	16 109	17 068
Other non-current financial liabilities	15	44 780	40 070
Total non-current liabilities		100 889	97 138
Provisions	14	131 455	235 974
Bank loans short term	16	1 970	0
Trade and other liabilities	16	5 099 432	5 960 374
Other non-financial liabilities	16	421 735	166 575
Income tax liabilities	23	0	297 513
Total current liabilities		5 654 592	6 660 436
Total equity and liabilities		23 468 528	27 871 423

Rába Járműipari Holding Nyrt.
Statement of Comprehensive Income
For the year ended 31 December 2025 (data in THUF unless otherwise indicated)

Statement of Comprehensive Income

	Note	31 December 2024	31 December 2025
Revenue	18	4 314 762	3 582 329
Cost of sales	19	1 042 280	973 520
Gross profit		3 272 482	2 608 809
Dividend income	21	9 200	3 888
Other operating income	21	1 550 317	8 040 590
Total other income		1 559 517	8 044 478
Selling and marketing expenses	19	20 749	20 843
General and administrative expenses	19	1 983 952	2 334 287
Other expenses	21	2 032 810	4 556 336
Impairment of debtors and contract asset	21	5 884	64
Total other operating expenses		4 043 395	6 911 530
Operating profit		788 604	3 741 757
Finance income	22	49 701	112 447
Finance costs	22	151 947	75 539
Net finance income/ costs		-102 246	36 908
Profit before tax		686 358	3 778 665
Taxation	23	89 632	377 863
Profit for the year		596 726	3 400 802
Total comprehensive income for the year		596 726	3 400 802

Rába Járműipari Holding Nyrt.
Statement of Changes in Equity
for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

Statement of Changes in Equity

	Share capital	Treasury shares	Retained earnings	Other comprehensive income	Total equity
Balance at 1 January 2024	13 473 446	-108 952	3 751 827	0	16 455 123
Profit for the year	0	0	596 726	0	596 726
Dividend payment from retained earnings	0	0	0	0	0
Balance at 31 December 2024	13 473 446	-108 952	4 348 553	0	17 713 047
Profit for the year	0	0	3 400 802	0	3 400 802
Dividend payment from retained earnings	0	0	0	0	0
Balance at 31 December 2025	13 473 446	-108 952	7 749 355	0	21 113 849

Rába Jár್ಮűipari Holding Nyrt.
Statement of Cash Flows

for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

Statement of Cash Flows

	Note	31 December 2024	31 December 2025
Cash flows from operating activities			
Profit before tax		686 358	3 778 665
Adjustments for non-cash items:			
Revaluation of FX cash and cash equivalents	22	3 331	-28 081
Interest income	10	-24 709	-25 450
Depreciation and amortisation	7,8	326 443	384 725
Impairment, scrapping of intangible assets, property, plant and equipment		0	5 513
Impairment allowance for bad and doubtful debt, long-term receivables	10, 26	5 884	-1 217
Impairment loss on investment in subsidiaries, and reversal	6	1 650 000	4 175 000
Gain/ Loss on sale of non-current assets	21	0	0
Changes in provisions	14	-9 889	104 519
Gain/loss on sale of property, plant and equipment, as well as intangibles	22	-1 380 036	-7 974 981
Changes in working capital:			
Changes in receivables	11	65 801	-8 457 282
Changes in inventories		-364	35
Changes in liabilities (except for changes in provisions)	16	-2 752 497	686 159
Taxes paid	23	-115 750	-87 355
Interest received	22	49 701	64 275
Interest paid	22	-33 382	-32 500
Net cash from/ used in operating activities		-1 529 109	-7 407 974
Cash flows from investing activities			
Acquisition of property, plant and equipment as well as intangible assets	7,8	-533 246	-454 519
Sale of non-current assets	8,21	1 407 110	8 101 462
Increase in investments	6	0	0
Net cash used in investing activities		873 864	7 646 943
Cash flows from financing activities			
Income/expense from sale/acquisition of treasury shares	14	0	0
Loans and borrowings	28	1 970	-1 970
Repayment of loans given	10	0	0
Net cash from/ used in financing activities		1 970	-1 970
Net increase/ decrease in cash and cash equivalents		-653 275	236 999
Cash and cash equivalents at 1 January		699 790	46 515
Changes in cash and cash equivalents		-653 275	236 999
Effect of revaluation of FX cash and cash equivalents		-3 331	28 081
Cash and cash equivalents at 31 December		46 515	311 595

The Notes on pages 7 to 48 form an integral part of these financial statements.

Rába Járműipari Holding Nyrt.
Notes to the financial statements

for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

Notes to the Financial Statements

Rába Járműipari Holding Nyrt. ("the Company" or "Rába") is a company incorporated under the laws of Hungary. The Company was transformed from a state-owned enterprise into a company limited by shares on 1 January 1992.

Address of the Company's registered office: Hungary 9027 Győr, Martin út 1.

The Company performs no production activities, the focus of its activities is business development, corporate governance, professional supervision of companies and asset management.

Shareholders

In 2024 and 2025 the following shareholders were listed in the register of shareholders:

	31 December 2024	31 December 2025
	%	%
Publicly held shares	24.76	24.76
Nemzeti Védelmi Ipari Innovációs Zrt.	54.34	54.34
Széchenyi István Egyetemért Alapítvány	20.00	20.00
Treasury shares	0.90	0.90
	100.0	100.0

The parent company of Rába Automotive Holding Plc. is N7 Holding National Defence Industry Innovation Ltd., which exercises ownership rights on behalf of the Hungarian State.

Note 2 Basis of preparation

a) Statement of compliance

Since 1 January 2017 the Company has met its reporting obligation based on International Financial Reporting Standards (IFRS).

The financial statements have been prepared in accordance with International Financial Reporting Standards as adopted by the European Union and with the specific requirements of the Act on Accounting (Act C of 2000) on those entities who prepare their financial statements according to EU IFRS.

The financial statements were authorised for issue by the Board of Directors on 31 March 2026.

In the Notes, the term "balance sheet" shall mean the statement of financial position and the term "income statement" shall mean the statement of comprehensive income.

b) Basis of measurement

The financial statements have been prepared on a historical cost basis.

c) Functional and presentation currency

These financial statements are presented in Hungarian forints ("HUF"), which is the Company's functional currency. All financial information presented in HUF has been rounded to the nearest thousand.

d) Estimation uncertainties

The preparation of financial statements in conformity with IFRSs requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

Rába Járműipari Holding Nyrt.
Notes to the financial statements

for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

Significant areas of estimation uncertainty and critical judgements in applying accounting policies that have the most significant effect on the amounts recognised in the financial statements are as follows:

i) Depreciation/Amortisation

Property, plant and equipment as well as intangible asset are recorded at cost and are written down over their useful lives using the straight-line method. Depreciation and amortisation expense is presented in Notes 7 and 8. Useful lives are determined based on previous experience relating to similar assets, expected technological development and changes in broader economic or industry factors. Estimated useful lives are reviewed annually. The residual value of assets is assessed on an item-by-item basis based on the expected value at the end of the useful life.

ii) Deferred tax assets

A deferred tax asset is recognised in the balance sheet only if the future utilisation of the tax loss is ensured. The utilisation of certain amounts of such tax loss that can be carried forward is subject to statutory limitations and is dependent on the amount of future taxable income of the Company. The Company assesses the reported amount of deferred tax asset for tax losses that can be carried forward based on future taxable profit estimated on the basis of its approved strategic business plan. If the future taxable profit of the Company significantly differs from the amounts that were estimated, such differences could impact the amount of deferred tax assets and income tax expense of the Company.

iii) Provisions

The Company considers the accounting estimate related to the determination of the provision a significant accounting estimate; it is presented in Note 14.

iv) Fair values

Fair value measurement is described in Note 4. Fair values as at 31 December 2024 and 2025 are presented in the respective Notes.

v) Impairment test of non-financial assets

Each year the Company assesses whether there are any external or internal indications specified in IAS 36 which would require to perform an impairment test in relation to tangible or intangible assets. Furthermore, during inventory taking of tangible assets the Company assesses whether booking of impairment or scrapping is necessary at the level of individual assets; this is included in Notes 7 and 8.

vi) Measurement of investment property

The Company records its investment properties at cost, their fair value is presented in the Notes. The fair value was measured by an independent expert as at 31 December 2024 and 31 December 2025. During estimation the reference values of property of similar nature, location and condition were also taken into account. Principal assumptions and fair values are presented in Notes 4 and 9.

vii) Measurement of interests

In line with the business model of the Rába Group, Rába Nyrt. has long-term strategic interests in its four subsidiaries (100%).

Investments in subsidiaries are measured initially and subsequently at cost less accumulated impairment.

An impairment loss is recognised when the carrying amount of the investment exceeds its recoverable amount. The recoverable amount is determined using the discounted cash flow method. The method is in line with market practice. Impairment losses are recognized under "Other expenses" and are therefore part of operating profit.

The Company determined the fair value of the investments using an income-based approach that reflects the assumptions of market participants, applying the discounted cash flow method. The specific discount rate and the growth rate used for calculating the terminal value are detailed in the table below.

Rába Járműipari Holding Nyrt.
Notes to the financial statements

for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

The following main assumptions were used in the calculation of recoverable amounts:

	Rába Jármű Kft.		Rába Járműalkatrész Kft.		Rába Futómű Kft.		Rekard Kft.	
	2024	2025	2024	2025	2024	2025	2024	2025
Discount rate	11,4%	10,4%	11,4%	10,4%	9,1%	10,8%	11,4%	10,7%
Growth rate	0%	2,5%	2,5%	2,5%	2%	2,5%	2%	2,5%
Average EBITDA margin	11,8%	12,0%	5,8%	5,8%	7,4%	9,0%	13,5%	6,1%

Both historical data and future expectations are considered in budgeted EBITDA:

- The main inputs are determined based on the approved business plans of the subsidiaries.
- The growth rate is defined based on historical data, future expectations and existing framework contracts.
- The budgeted balance sheets of the subsidiaries are used to assess the net working capital figures.
- The cost of equity and external capital is calculated by adjusting the risk-free interest rate for industry and country risk premiums.
- The basis of future investment projects is determined based on the investment plan of the subsidiaries.

In the case of Rába Jármű Kft., Rába Járműalkatrész Kft. the calculated recoverable amount exceeded the cost of the investment. The carrying amount of the investment does not exceed the calculated recoverable amount even if the main assumptions change by 20%.

In the case of Rába Futómű Kft., the calculated recoverable amount fell short of the cost of the investment by HUF 3,843,000, in the case of Rekard Kft. by THUF 332,000, therefore an impairment loss was recognised.

An impairment loss recognised in prior years shall be reversed if, and only if, there has been a change in the estimates used to determine the recoverable amount since the last impairment loss was recognised. If this is the case, the carrying amount of the asset shall be increased to its recoverable amount.

Note 3 Significant accounting policies

The accounting policies set out below have been applied consistently to all periods presented in these financial statements. The amended standards that entered into force in the reporting year did not have a material impact on the financial statements. The Company further examined the standards that are not yet in force to determine their impact on the financial statements. No material impact was identified.

a) Amended standards and interpretations issued by IASB that are effective and have been adopted by the EU

A number of standards came into effect for financial years beginning after 1 January 2025 with earlier application permitted. The Company did not use the option of early adoption.

- **IAS 21 The Effects of Changes in Foreign Exchange Rates: Lack of Exchangeability (Amendments)**

The amendments are effective for annual reporting periods beginning on or after January 1, 2025, with earlier application permitted. The amendments specify how an entity should assess whether a currency is exchangeable and how it should determine a spot exchange rate when exchangeability is lacking. A currency is considered to be exchangeable into another currency when an entity is able to obtain the other currency within a time frame that allows for a normal administrative delay and through a market or exchange mechanism in which an exchange transaction would create enforceable rights and obligations. If a currency is not exchangeable into another currency, an entity is required to estimate the spot exchange rate at the measurement date. An entity's objective in estimating the spot exchange rate is to reflect the rate at which an orderly exchange transaction would take place at the measurement date between market

Rába Járműipari Holding Nyrt.
Notes to the financial statements

for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

participants under prevailing economic conditions. The amendments note that an entity can use an observable exchange rate without adjustment or another estimation technique.

b) Standards and interpretations issued by the IASB and adopted by the EU that are not yet in effect.

- **IFRS 9 Financial Instruments and IFRS 7 Financial Instruments: Disclosures - Classification and Measurement of Financial Instruments (Amendments)**

The amendments are effective for annual reporting periods beginning on or after January 1, 2026. Early adoption of amendments related to the classification of financial assets and the related disclosures is permitted, with the option to apply the other amendments at a later date. The amendments clarify that a financial liability is derecognised on the 'settlement date', when the obligation is discharged, cancelled, expired, or otherwise qualifies for derecognition. They introduce an accounting policy option to derecognise liabilities settled via electronic payment systems before the settlement date, subject to specific conditions. They also provide guidance on assessing the contractual cash flow characteristics of financial assets with environmental, social, and governance (ESG)-linked features or other similar contingent features. Additionally, they clarify the treatment of non-recourse assets and contractually linked instruments and require additional disclosures under IFRS 7 for financial assets and liabilities with contingent event references (including ESG-linked) and equity instruments classified at fair value through other comprehensive income. This standard is not relevant to the Company.

- **IFRS 9 Financial Instruments and IFRS 7 Financial Instruments: Disclosures - Contracts Referencing Nature-dependent Electricity (Amendments)**

The amendments are effective for annual reporting periods beginning on or after January 1, 2026, with earlier application permitted. The amendments include clarifying the application of the 'own-use' requirements, permitting hedge accounting if contracts in scope of the amendments are used as hedging instruments, and introduce new disclosure requirements to enable investors to understand the impact of these contracts on a company's financial performance and cash flows. The clarifications regarding the 'own-use' requirements must be applied retrospectively, but the guidance permitting hedge accounting have to be applied prospectively to new hedging relationships designated on or after the date of initial application. This standard is not relevant to the Company.

- **IFRS 18 Presentation and disclosure in financial statements**

IFRS 18 introduces new requirements on presentation within the statement of profit or loss. It requires an entity to classify all income and expenses within its statement of profit or loss into one of the five categories: operating; investing; financing; income taxes; and discontinued operations. These categories are complemented by the requirements to present subtotals and totals for 'operating profit or loss', 'profit or loss before financing and income taxes' and 'profit or loss'.

It also requires disclosure of management-defined performance measures, which are subtotals of income and expenses, and includes new requirements for aggregation and disaggregation of financial information based on the identified 'roles' of the primary financial statements and the notes. In addition, there are consequential amendments to other accounting standards.

IFRS 18 is effective for reporting periods beginning on or after January 1, 2027, with earlier application permitted. Retrospective application is required. This standard is relevant to the Company, and it will apply it from 1 January 2027.

- **IFRS 19 Subsidiaries without Public Accountability: Disclosures**

IFRS 19 permits subsidiaries without public accountability to use reduced disclosure requirements if their parent company (either ultimate or intermediate) prepares publicly available consolidated financial statements in compliance with IFRS accounting standards. These subsidiaries must still apply the recognition, measurement and presentation requirements in other IFRS accounting standards. Unless otherwise specified, eligible entities that elect to apply IFRS 19 will not need to apply the disclosure requirements in other IFRS accounting standards. IFRS 19 is effective for reporting periods beginning on or after January 1, 2027, with early application permitted. This standard is not relevant to the Company.

Rába Jár್ಮűipari Holding Nyrt.
Notes to the financial statements

for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

- **Annual Improvements to IFRS Accounting Standards – Volume 11**

The IASB's annual improvements process deals with non-urgent, but necessary, clarifications and amendments to IFRS. In July 2024, the IASB issued Annual Improvements to IFRS Accounting Standards — Volume 11. An entity shall apply those amendments for annual reporting periods beginning on or after January 1, 2026. The Annual Improvements to IFRS Accounting Standards - Volume 11, includes amendments to IFRS 1, IFRS 7, IFRS 9, IFRS 10, and IAS 7. These amendments aim to clarify wording, correct minor unintended consequences, oversights, or conflicts between requirements in the standards. This standard is not relevant to the Company.

- **Amendments in IFRS 10 Consolidated Financial Statements and IAS 28 Investments in Associates and Joint Ventures: Sale or Contribution of Assets between an Investor and its Associate or Joint Venture**

The amendments address an acknowledged inconsistency between the requirements in IFRS 10 and those in IAS 28, in dealing with the sale or contribution of assets between an investor and its associate or joint venture. The main consequence of the amendments is that a full gain or loss is recognised when a transaction involves a business (whether it is housed in a subsidiary or not). A partial gain or loss is recognised when a transaction involves assets that do not constitute a business, even if these assets are housed in a subsidiary. In December 2015 the IASB postponed the effective date of this amendment indefinitely pending the outcome of its research project on the equity method of accounting. This standard is not relevant to the Company.

c) Foreign currency transactions

Transactions in foreign currencies are translated into the functional currency, i.e. HUF, at the exchange rates at the dates of the transactions.

Monetary assets and liabilities denominated in foreign currencies as at the reporting date (trade receivables, trade liabilities, cash and cash equivalents, borrowings and loans given and received, other debt instruments, etc.) are translated into the functional currency at the exchange rate at the reporting date using the official exchange rate published by MNB.

Items measured at fair value in a foreign currency are translated at the exchange rate when the fair value was determined.

d) Financial instruments

Initial recognition and measurement

The Company recognises financial instruments in the statement of financial position when it becomes a party to the contractual provisions of the instrument. The Company applies settlement date accounting for regular-way purchases or sales of financial assets.

At initial recognition, the Company measures a financial asset or financial liability at its fair value plus or minus, in the case of a financial asset or financial liability not at fair value through profit or loss, transaction costs that are directly attributable to the issue or acquisition of the financial asset or financial liability.

Classification of financial assets

On initial recognition the Company classifies the financial assets as measured at amortised cost, at fair value through other comprehensive income or at fair value through profit or loss.

Financial assets that are debt instruments are measured by the Company at amortised cost, if both of the following conditions are met:

- the financial asset is held within a business model whose objective is to hold financial assets to collect contractual cash flows; and
- the contractual terms of the financial asset give rise, on specified dates, to cash flows that are solely payments of principal and interest on the principal amount outstanding (hereinafter referred to as: SPPI).

Rába Járműipari Holding Nyrt.
Notes to the financial statements

for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

Financial assets that are debt instruments are measured by the Company at fair value through other comprehensive income if both of the following conditions are met:

- the financial asset is held within a business model whose objective is achieved by both collecting contractual cash flows and selling financial assets; and
- the contractual terms of the financial asset give rise, on specified dates, to cash flows that are solely payments of principal and interest on the principal amount outstanding.

As a rule, investments in equity instruments (which relates to all investments in equity instruments which is not considered an equity investment in a subsidiary or associate) shall be measured at fair value through profit or loss; however, on initial recognition the Company may make an election to present subsequent changes in the fair value of the instrument in other comprehensive income rather than in profit or loss. This election shall be made on an instrument-by-instrument basis and is irrevocable; the related decision is made by the Company at initial recognition.

Business model applied to manage financial assets

Upon the initial recognition of a financial asset, the Company assesses whether based on the facts and circumstances that exist at that date it holds the given financial asset in a business model whose objective is to hold assets to collect contractual cash flows, or both to collect contractual cash flows and to sell financial assets.

As at 31 December 2024 and 31 December 2025, for all debt instruments the objective of the Company's business model is to hold to maturity and collect the contractual cash flows.

Assessment of contractual cash flows

On initial recognition the Company examines the contractual cash flows of financial assets that are debt instruments, based on which it determines whether the contractual terms of the given financial asset give rise, on specified dates, to cash flows that are solely payments of principal and interest on the principal amount outstanding (SPPI test passed) or not (SPPI test not passed).

When assessing whether the contractual terms of the financial asset give rise, on specified dates, to cash flows that are solely payments of principal and interest on the principal amount outstanding, principal is the fair value of the financial asset at initial recognition. Interest consists of consideration for the time value of money, for the credit risk associated with the principal amount outstanding during a particular period of time and for other basic lending risks and costs (for example liquidity risk and administrative costs), as well as profit margin.

The Company analyses the contractual terms of the financial asset to determine whether they give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding, i.e. whether they are consistent with the terms of a basic loan agreement.

In respect of its debt instruments as at 31 December 2024 and 31 December 2025, the Company deems that the contractual terms of those instruments give rise, on specified dates, to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Classification of financial liabilities

The Company classifies all financial liabilities as subsequently measured at amortised cost, except for financial liabilities measured at fair value through profit or loss. The latter liabilities, including derivative instruments that are liabilities, shall be measured subsequently at fair value.

Derecognition of financial assets and financial liabilities

The Company derecognises financial assets when its rights to the contractual cash flows cease or expire, or if the contractual rights related to the asset (significant risks and rewards of ownership) are transferred in a transaction in which either:

- substantially all of the risks and rewards of ownership are transferred; or
- the Company neither transfers nor retains substantially all of the risks and rewards of ownership and it does not retain control of the asset.

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The gain or loss on the derecognition is the difference between the carrying amount and the consideration received, and it is recognised in profit or loss.

The Company derecognises financial liabilities when the contractual obligations are discharged, cancelled or expire. The difference between the carrying amount of a financial liability (or part thereof) extinguished or transferred to a third party and the consideration paid is recognised in profit or loss.

i) Non-derivative financial instruments

Non-derivative financial instruments comprise investments in equity and debt securities, trade and other receivables, contract assets, cash and cash equivalents, loans and borrowings, as well as trade and other liabilities, contract liabilities.

Subsequent to initial recognition non-derivative financial instruments are measured as described below.

Cash and cash equivalents

Cash and cash equivalents comprise cash balances and call deposits. Bank overdrafts that are repayable on demand and form an integral part of the Company's cash management are included as a component of cash and cash equivalents for the purpose of the statement of cash flows.

Trade and other receivables, contract assets, other non-current assets

Trade and other financial receivables, contract assets, other non-current financial assets are recognised initially at fair value plus transaction costs, and subsequently they shall be measured at amortised cost using the effective interest method, less accumulated impairment losses. The amount of impairment losses is included in Other expenses.

Other investments

The investment is accounted for using the equity method. The initial cost is adjusted for changes after acquisition in the net asset value of the acquired company.

Loans and borrowings

Loans and borrowings are recognised initially at fair value, less transaction costs. Subsequent to initial recognition, loans and borrowings are measured at amortised cost using the effective interest method; information on fair values is disclosed in the Notes. In the balance sheet the Company recognises loans and borrowings at carrying amount.

When borrowings are repurchased or settled before maturity, any difference between the amount repaid and the carrying amount is recognised immediately in profit or loss.

Other non-derivative financial instruments

Other non-derivative financial assets are measured at amortised cost using the effective interest method, less any impairment losses.

Other non-derivative financial liabilities (including trade and other financial liabilities) are measured at amortised cost using the effective interest method.

e) Share capital

Ordinary shares

Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of ordinary shares and share options are recognised as a deduction from equity, net of any tax effects.

Repurchase of share capital (treasury shares)

When treasury shares are repurchased, the amount of the consideration paid, which includes directly attributable costs, is recognised as a deduction from equity.

f) Property, plant and equipment

i) Recognition and measurement

Items of property, plant and equipment are measured at cost less accumulated depreciation and impairment losses.

Historical cost includes expenditure that is directly attributable to the acquisition of the items. The cost of

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self-constructed assets includes the cost of materials and direct labour, any other costs directly attributable to bringing the assets to a working condition for their intended use, and the costs of dismantling and removing the items and restoring the site on which they are located. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment. Borrowing costs attributable to the acquisition, construction or production of assets are capitalised.

When parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

When items of property, plant and equipment are sold or retired from use, the cost and accumulated depreciation is derecognised from the accounting records, and gain or loss on sale is recognised in profit or loss. (On a net basis, in Other income or Other expenses, as appropriate.)

ii) Subsequent expenditure

The cost of replacing part of an item of property, plant and equipment is recognised in the carrying amount of the asset if it is probable that the future economic benefits embodied within the part will flow to the Company and its cost can be measured reliably. The carrying amount of the replaced part is derecognised. The costs of the day-to-day servicing of property, plant and equipment are recognised in profit or loss as incurred.

iii) Depreciation/Amortisation

Depreciation is recognised in profit or loss using the straight-line method, based on the useful lives of each part of an item of property, plant and equipment. Recognition starts in the quarter after the component is available for use. Land is not depreciated. Residual value is determined based on individual assessment.

For assets where production output can be measured well, a material difference is expected between production in different years and the depreciation of the asset is more closely related to the units produced, the unit of production method can be used; reasons for the use of this method must be provided.

The estimated useful lives for the reporting period and the comparative period are as follows:

- | | |
|-----------------------|-------------|
| - Buildings | 10-50 years |
| - Plant and equipment | 3-25 years |

The Company accounts for depreciation on right-of-use assets as described in i) Accounting for leased assets.

Depreciation methods, useful lives and residual values are reviewed at each reporting date.

g) Intangible assets

i) Formation and restructuring, Research and development

To assess whether an internally generated intangible asset meets the criteria for recognition, the Company classifies the generation of the asset into:

- a research/assessment phase; and
- a development phase.

The Company recognises research costs as cost when they arise. An intangible asset arising from development (or from the development phase of an internal project) is recognised and costs can be capitalised if, and only if, the Company can demonstrate that all of the following criteria are satisfied:

- The technical feasibility of completing the intangible asset so that it will be suitable for use or sale.
- The Company's intention to complete the intangible asset, and use it or sell it.
- The Company's ability to use or sell the intangible asset.
- How the intangible asset will generate future economic benefits. Among other things, the Company shall demonstrate the existence of a market for the output of the intangible asset or the intangible asset itself or, if it is to be used internally, the usefulness of the intangible asset.
- The availability of adequate technical, financial and other resources to complete the development and to use or sell the intangible asset.
- The Company's ability to reliably measure the expenditure attributable to the intangible asset during its development.

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The cost of an internally generated intangible asset comprises all directly attributable costs necessary to create, produce, and prepare the asset to be capable of operating in the manner intended by management.

If the Company cannot distinguish the research/assessment phase from the development phase of an internal project to create an intangible asset, it shall account for the expenditure on the project as expense in the period when it is incurred.

During the year the management reviewed the recovery of internally generated intangible assets; no expenditure was capitalised in the reporting year due to failing to meet the criteria. Expenditure on research is recognised as an expense when incurred. Development expenditure on individual projects can be carried forward if future recovery is clearly demonstrated.

The Company did not capitalise any expense related to research and development or formation and restructuring under intangible assets either in the previous year or in the reporting year. These expenses are accounted for within indirect costs in the profit or loss for the year. Development expenditure can be capitalised based on individual assessment if its recovery can be demonstrated.

ii) Other intangible assets

Other intangible assets that are acquired by the Company are measured at cost less accumulated amortisation and any accumulated impairment losses.

iii) Subsequent expenditure

Subsequent expenditure is capitalised only when it increases the future economic benefits embodied in the specific asset to which it relates. All other expenditure, including expenditure on brands, is recognised in profit or loss as incurred.

iv) Amortisation

Amortisation is recognised in profit or loss on a straight-line basis over the estimated useful lives of intangible assets from the date that they are available for use. The estimated useful lives for the reporting period and the comparative period are as follows:

- | | |
|--------------------------|-----------|
| - Intellectual property | 3-8 years |
| - Rights and concessions | 3-8 years |

Amortisation methods, useful lives and residual values are reviewed at each reporting date.

h) Investment property

Investment property is property held either to earn rental income or for capital appreciation or for both, rather than for sale in the ordinary course of business, use in the production or supply of goods or services or for administrative purposes. Investment property is recorded at cost.

Investment property is also presented at fair value in the Notes. The fair value is determined by an expert. The fair value is reviewed annually. Estimation for the fair value of investment property is included in Notes 4 and 9.

When the use of a property changes such that it is reclassified as property, plant and equipment, its net carrying amount at the date of reclassification remains its cost for subsequent accounting.

i) Leased assets

Right-of-use assets, leased assets

A contract that conveys the right to use an underlying asset for an agreed period of time in exchange for consideration is considered a lease.

The right to use the asset identified in the lease contract (underlying asset) is recognised as a right-of-use asset in the statement of financial position line item which includes the underlying asset, at the lease commencement date (the date on which the lessor makes an underlying asset available for use). The right-of-use asset is initially measured at cost. Subsequently, it is measured at cost less any accumulated depreciation and any accumulated impairment losses.

Depreciation is accounted for from the commencement date over the shorter of the useful life and the lease term.

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The Company uses the practical expedient provided in IFRS 16 and it does not apply the above requirements relating to leases to short-term leases and leases for which the underlying asset is of low value, and recognises the lease payments (rentals) on a straight-line basis in profit or loss. The Company considers assets with an individual cost not exceeding HUF 1 million and that are not dependent on, or interrelated with, other assets (computer, telephone, vending machines operated within the Company's premises) low-value underlying assets.

Lease requirements are not applied to leases of intangible assets, if any; those are treated as renting by the Company.

The lease liability is the present value of future lease payments. Lease payments are discounted using the interest rate implicit in the lease, or if this is not readily determinable, then the Company uses to discount lease payments the interest rate of a loan that is based on similar conditions and can be drawn at the date when the lease contract is signed, adjusted for the terms and conditions of the lease and the leased asset. The Company accounts for lease payments based on the effective interest rate as payment of principal and interest.

If relevant data are available, the Company excludes from the initial cost of the lease the value of other services included in the contract, and still accounts for them as current costs in profit or loss when incurred.

Accounting treatment for lessors

Finance lease

A finance lease is a transaction which transfers substantially all the risks and rewards incidental to ownership of an underlying asset to the lessee. Considering its nature, a finance lease is similar to the financing of the sale of an asset. Recognition in the financial statements is based on the real substance of the transaction rather than its legal form (i.e. as if the lessor sold the underlying asset to the lessee).

Operating lease

An operating lease is a transaction that does not transfer substantially all the risks and rewards incidental to ownership of an underlying asset. Generally, this is a simple, short-term lease arrangement (operating lease) whereby the rental received is recognised in the statement of profit or loss and its primary impact on the balance sheet is related to the timing of lease payments.

j) Impairment

i) Financial assets

The Company recognises impairment for expected credit losses in the case of financial assets measured at amortised cost (trade and other financial receivables) and contract assets under IFRS 15.

At each reporting date the Company measures loss allowances at an amount equal to lifetime expected credit loss, if the credit risk of the financial asset has risen significantly since initial recognition.

If the credit risk of a financial asset is low as at the reporting date or it has not risen significantly from the initial recognition until the reporting date, the Company measures the loss allowance for the given financial asset at an amount equal to 12-month expected credit loss.

As an exception from the above rules, the Company always measures the loss allowance for trade receivables or contract assets that result from transactions that are within the scope of IFRS 15 which do not contain a significant financing component in line with IFRS 15 at an amount equal to lifetime expected credit loss.

If there are no reasonable expectations of recovering a financial asset in its entirety or a portion thereof, then the Company reduces the gross carrying amount of the financial asset directly through write-off. A write-off constitutes a derecognition event.

Individually significant financial assets are tested for impairment on an individual basis. The difference between the cost of a financial asset (cash flows due over the lifetime of the financial asset) and the cash flows expected to be received, discounted using the original effective interest rate, is assessed at each reporting date. The difference shall be established for the lifetime of the asset and for a period not more than 12 months from the reporting date. If credit risk has increased significantly since initial recognition, impairment allowance is modified to be the expected credit loss that results from possible default events

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over the expected life.

On initial recognition the Company does not consider a receivable credit-impaired and therefore does not recognise impairment, if based on historical and forward-looking information it expects that the whole amount of the given receivable will be settled by the contractual due date.

Receivables with less than 90 days in default are rated low-risk and thus impairment allowance is recognised for them at an amount equal to 12-month credit loss, unless there is an unrebuttable evidence that the customer failed to meet its payment obligation due to its financial difficulties. In the case of a default more than 90 days as at the reporting date a lifetime expected credit loss is recognised, because this is considered by the Company a significant increase in credit risk since initial recognition and it deems the partner non-performing (default).

Trade receivables, contract assets and lease receivables are grouped together into groups with shared credit risk characteristics, which are tested by the Company for impairment on a collective basis. Based on a provision matrix, lifetime expected credit loss is measured and recognised.

Default and increase in credit risk are assessed on a collective basis – by market category –, based on historical statistical data and using loss rates.

When individual large items influence the data and/or an unrebuttable evidence is available indicating that the default is not a significant increase in credit risk, impairment of the receivables is calculated after adjustment for these items to avoid distortions.

As at the reporting date the Company assesses expected credit loss for outstanding receivables based on historical data and forward-looking information using the loss rate related to the given ageing category.

If the credit risk on a financial asset for which a lifetime expected credit loss was recognised later improves so that the recognition criteria for lifetime expected credit loss are no longer met, the loss allowance is measured at an amount equal to 12-month credit losses.

ii) Non-financial assets

At each reporting date, the Company reviews the carrying amounts of its non-financial assets to determine whether there is any indication of impairment. If any such indication exists then the asset's recoverable amount is estimated. For intangible assets that have indefinite lives or that are not yet available for use, the recoverable amount is estimated at each reporting date.

The recoverable amount of an asset or cash-generating unit is the greater of its value in use and its fair value less costs of disposal.

In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. For the purpose of impairment testing, assets are grouped together into the smallest group of assets that generates cash inflows from continuing use that are largely independent of the cash inflows of other assets or groups of assets ("cash-generating unit").

An impairment loss is recognised if the carrying amount of an asset or cash-generating unit exceeds its recoverable amount. Impairment losses are recognised in profit or loss.

Impairment losses recognised in prior periods are assessed at each reporting date for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

k) Employee benefits

Short-term employee benefit obligations are measured on an undiscounted basis and are recognised when the related service is provided.

A provision is recognised for the amount expected to be paid under short-term cash bonuses or profit-sharing plans if the Company has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

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Contributions and taxes are paid at the statutory rates in force during the year. Employer's tax and contribution expenses on wages and other staff benefits are accounted for in profit or loss in the period when the related wages and other staff costs are incurred.

The Company pays social contribution tax to the state budget.

Termination benefits are recognised as an expense when the Company is demonstrably committed, without realistic possibility of withdrawal, to a formal detailed plan to either terminate employment before the normal retirement date, or to provide termination benefits as a result of an offer made to encourage voluntary redundancy. Termination benefits for voluntary redundancies are recognised as an expense if the Company has made an offer of voluntary redundancy, it is probable that the offer will be accepted, and the number of acceptances can be estimated reliably.

l) Provisions

A provision is recognised if, as a result of a past event, the Company has a present legal or constructive obligation that can be estimated reliably, and it is probable that an outflow of economic benefits will be required to settle the obligation. Provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability.

Restructuring

A provision for restructuring is recognised when the Company has approved a detailed and formal restructuring plan, and the restructuring has either commenced or has been announced publicly or to those affected (that are the representatives of employees if employees are affected).

Future operating costs are not provided for.

m) Revenue

Under the provisions of the related standard (IFRS 15), the Company may recognise revenue when it satisfies a performance obligation by transferring a good or service to a customer. An asset is transferred when (or as) the customer obtains control of that asset.

A contract is an agreement between two or more parties that creates enforceable rights and obligations. Contracts can be written, oral or implied by an entity's customary business practices. Irrespective of the form, contracts shall have commercial substance. Further condition is that it shall create rights and obligations that are legally enforceable.

A contract can be accounted for when all of the following criteria are met:

- the parties to the contract have approved the contract and are committed to perform their respective obligations;
- the Company can identify each party's rights regarding the goods or services to be transferred;
- the entity can identify the payment terms for the goods or services to be transferred;
- the contract has commercial substance (i.e. the risk, timing or amount of the entity's future cash flows is expected to change as a result of the contract); and
- it is probable that the Company will collect the consideration to which it will be entitled in exchange for the goods or services that will be transferred to the customer. In evaluating whether collectability of an amount of consideration is probable, the Company shall consider only the customer's ability and intention to pay that amount of consideration when it is due.

In case of contract modifications, the change in the content of the contract shall be examined, because in some cases a contract modification shall be accounted for as a separate contract.

The Company shall combine two or more contracts entered into at or near the same time with the same customer (or related parties of the customer) and account for the contracts as a single contract if one or more of the following criteria are met:

- the contracts are negotiated as a package with a single commercial objective,
- the amount of consideration to be paid in one contract depends on the price or performance of the other contract; or

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- the goods and services promised in the contracts (or some goods or services promised in each of the contracts) are a single performance obligation.

A contract does not exist if each party to the contract has the unilateral enforceable right to terminate a wholly unperformed contract without compensating the other party (or parties). A contract is wholly unperformed if both of the following criteria are met:

- the Company has not yet transferred any promised goods or services to the customer; and
- the Company has not yet received, and is not yet entitled to receive, any consideration in exchange for promised goods or services.

A contract modification is a change in the scope or price (or both) of a contract that is approved by the parties to the contract. A contract modification exists when the Company and its customer(s) approve a modification that either creates new or changes existing contractual enforceable rights and obligations. A contract modification could be approved in writing, by oral agreement or implied by customary business practices. If the parties to the contract have not approved a contract modification, the Company continues to apply the rules included in this section to the existing contract until the contract modification is approved.

In determining whether the rights and obligations that are created or changed by a modification are enforceable, the Company considers all relevant facts and circumstances. If the parties to a contract have approved a change in the scope of the contract but have not yet determined the corresponding change in price, the Company estimates the change to the transaction price arising from the modification in accordance with rules relating to estimating variable consideration and to constraining estimates of variable consideration.

The Company *accounts for* a contract modification as a *separate contract* if both of the following conditions are present:

- the scope of the contract increases because of the addition of promised goods or services that are distinct; and
- the price of the contract increases by an amount of consideration that reflects the Company's stand-alone selling prices of the additional promised goods or services and any appropriate adjustments to that price to reflect the circumstances of the particular contract. (For example, the Company may adjust the stand-alone selling price of an additional good or service for a discount that the customer receives, because it is not necessary for the Company to incur the selling-related costs that it would incur when selling a similar good or service to a new customer.)

If the above criteria are not met and a contract modification is not accounted for as a separate contract, the Company accounts for the promised goods or services not yet transferred at the date of the contract modification (i.e. the remaining promised goods or services) in whichever of the following ways is applicable:

- a) It accounts for the contract modification as if it were a termination of the existing contract and the creation of a new contract, *if the remaining goods or services are distinct* from the goods or services transferred on or before the date of the contract modification. The amount of consideration to be allocated to the remaining performance obligations (or to the remaining distinct goods or services in a single performance obligation) is the sum of:
 - o i. the consideration promised by the customer (including amounts already received from the customer) that was included in the estimate of the transaction price and that had not been recognised as revenue; and
 - o ii. the consideration promised as part of the contract modification.
- b) It accounts for the contract modification as if it were a part of the existing contract if the remaining goods or services are not distinct and, therefore, form part of a single performance obligation that is partially satisfied at the date of the contract modification. The effect that the contract modification has on the transaction price, and on the Company's measure of the stage of completion of the contract, is recognised as an adjustment to revenue (either as an increase in or a reduction of revenue) at the date of the contract modification (i.e. the adjustment to revenue is made on a cumulative catch-up basis).

If the remaining goods or services are a combination of items (a) and (b), then the Company accounts for the effects of the modification on the unsatisfied (including partially unsatisfied) performance obligations in the modified contract in a manner that is consistent with the objectives of this paragraph.

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i) Provision of services

Revenues from the services provided are recognised in the profit or loss, based on performance. As part of its services the Company provides mediated services to its subsidiaries as well as to its external lessees. Property protection, fire protection, IT, caretaker and mobile telephone services account for the majority of such mediated services.

ii) Rental income

Rental income is recognised in profit or loss on a straight-line basis over the term of the lease. Rental derives from renting out a property recognised under investment properties.

iii) Sale of property

Sale of property is accounted for in line item Other operating income if the proceeds from the sale exceed the carrying value. If the sale is loss-making (the carrying value exceeds the proceeds from the sale), it will be accounted for in line item Other expenses.

n) Finance income and costs

Finance income comprises the following: dividend income from investments in equity instruments, interest income from financial assets measured at amortised cost, interest income related to financial instruments containing a significant financing component. The Company recognises interest income in profit or loss using the effective interest method.

Finance costs comprise the following: interest expenses on loans, costs related to bank documentary transactions, costs of assuming payments risks (e.g. bank guarantee fees, expenses related to letters of credit, etc.), lease-related financing administrative costs, interest expenses related to financial instruments containing a significant financing component. Impairment loss recognised for financial assets measured at amortised cost is presented in a separate line item under other operating expenses.

Borrowing costs are recognised in the income statement using the effective interest method.

o) Income taxes

Income tax expense includes current tax, deferred tax, business tax and innovation contribution. Income tax expense is recognised in the income statement except to the extent that it relates to items recognised in other comprehensive income or directly in equity, as in such cases the reporting-year tax is also recognised in OCI or directly in equity.

Current tax is the expected corporation tax payable on the taxable income for the reporting year, using tax rates enacted at the reporting date, and any adjustment to tax payable in respect of previous years.

Deferred tax is recognized using the balance sheet method, providing for temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes. Deferred tax is measured at the tax rates that are expected to be applied to the temporary differences when they reverse based on the laws that have been enacted or substantively enacted by the reporting date.

Deferred tax assets and liabilities are offset if there is a legally enforceable right to offset current tax liabilities and assets, and they relate to income taxes levied by the same tax authority on the same taxable entity, or on different tax entities, but they intend to settle current tax liabilities and assets on a net basis or their tax assets and liabilities will be realised simultaneously.

A deferred tax asset is only recognised to the extent that it is probable that future taxable profits will be available against which the temporary difference can be utilised. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is still probable that the related tax benefit will be realised.

p) Segment reporting

An operating segment is a component of the Company that engages in business activities from which it may earn revenues and incur expenses (including revenues and expenses relating to transactions with other components of the same entity); whose operating results are regularly reviewed by the Company's chief operating decision maker to make decisions about resources to be allocated to the segment and assess its performance; and for which discrete financial information is available.

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The Company has no separate component meeting the segment criteria, therefore it does not present segment information.

Note 4 Fair value measurement

The Company's accounting policies and disclosures require the measurement of fair values as of the reporting date, for both financial and non-financial assets and liabilities. Based on the reliability of the inputs used in determining fair value, IFRS 13 defines the following hierarchy:

Level 1: Quoted prices in active markets for identical assets or liabilities

Level 2: Inputs that are directly or indirectly observable (e.g. market interest rates, credit risk spreads)

Level 3: Valuation techniques based on unobservable market inputs (e.g. assets valued using bespoke cash flow models)

At the Company, fair value determination for valuation and/or disclosure purposes is classified within Level 3 of the fair value hierarchy. In determining the value of assets classified within Level 3, the Company applies the discounted cash flow method.

Where necessary, the specific note relating to the given asset or liability provides additional information on the assumptions applied in determining fair value.

Fair value is based on market value, being the estimated amount for which an asset could be exchanged on the valuation date between a willing buyer and a willing seller in an arm's length transaction, after proper marketing, where the parties had each acted knowledgeably, prudently and without compulsion.

Investment property

As at 31 December 2025 and in the comparative period the investment property of the Company was valued by an independent valuer who holds a recognised and relevant professional qualification and has recent experience in the location and category of the investment property being valued.

During valuation the valuers primarily used the sales comparison approach.

Loans and borrowings

The fair value of loans and borrowings for disclosure purposes is the present value of future principal and interest cash flows discounted using the reporting-date market interest rate.

For leases, the market interest rate is determined based on similar lease agreements.

Note 5 Financial risk management

a) Overview

The Company is exposed to the following risks arising from financial instruments:

- credit risk
- liquidity risk
- market risk.

This Note presents information about the Company's exposure to the above risks, the Company's objectives, policies and processes for measuring and managing risk, and the Company's management of capital. Further quantitative disclosures are included in Note 25 to these financial statements.

The Board of Directors has overall responsibility for the establishment and oversight of the Company's risk management framework.

The Company's risk management policies are established to identify and analyse the risks faced by the Company, to set appropriate risk limits and controls and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the Company's activities. The Company, through its management standards and procedures, aims to maintain a disciplined and constructive control environment in which all employees understand their roles and obligations.

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b) Credit risk

Credit risk is the risk of financial loss to the Company if a customer or counterparty to a financial instrument fails to meet its contractual obligations.

Trade receivables, receivables from third and related parties and other receivables

The majority of the Company's receivables is from its subsidiaries and relate to cash pool receivables and additional capital contribution, in addition to trade receivables. It has 100% interest in the subsidiaries, thus it has influence over their operations.

Investments

The Company limits its exposure to credit risk by investing only in liquid securities or deposits, and by only maintaining business relations with partners that have good credit ratings. The management does not expect any of its partners to default on its obligations. The Company regards investing in Hungarian government bonds and in deposits at banks with a credit rating equivalent or similar to that of Hungarian government bonds to be an acceptable risk.

c) Liquidity risk

Liquidity risk is the risk that the Company will be unable to settle its financial liabilities when they fall due. The Company's approach to managing liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Company's reputation.

The Company has a prudent liquidity management policy, which is maintained by means of holding sufficient amounts of cash, marketable securities and revolving credit lines that are available for making all operational and debt service related payments when those become due.

The Company reviews its capital structure and the maturity of its liabilities on a regular basis to maintain a capital structure matching its asset structure. The main goal is to finance non-current assets from non-current liabilities.

The Company has a joint account management system (cash pool system), which is a tool facilitating the optimisation of cash management. Liquidity risk within the Group can be reduced to a minimum by aligning short-term surpluses and shortages at the individual companies within the Group.

In the management's opinion and based on business plans available, the Company can generate sufficient cash flow to meet its liabilities.

d) Market risk

Market risk is the risk that changes in market prices, such as foreign exchange rates, interest rates and equity prices will affect the Company's income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return.

The Company may buy and sell derivatives, and also incur financial liabilities, in order to manage market risks. All such transactions are carried out within the guidelines approved by the Board of Directors.

Currency risk

The cash pool system – which is also operated in currencies other than the HUF – constitutes the currency risk for the Company. In addition to FX currencies, the cash pool system also operates in the functional currency. The different currencies are set off against one another, and receivables and liabilities are recognised on a net basis.

Interest rate risk

The Company's policy ensures that the cash pool system operated by the Company efficiently helps to keep the interest rate risk at a minimum, as Group members with temporary surplus liquidity can finance Group members with temporary liquidity shortages. This way, by exploiting the spread between the bank deposit and credit interest rates, significant amounts can be saved in interest.

e) Capital management

The Board's policy is to maintain a strong capital base so as to maintain investor, creditor and market

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confidence and to sustain future development of the business.

The Board seeks to maintain a balance between the higher returns that might be possible with higher levels of borrowings and the advantages and security afforded by a sound capital position.

There were no changes in the Company's approach to capital management during the year.

Based on the Hungarian Civil Code, shareholders' equity may not fall below 66% of the share capital. At 31 December 2024 and 2025 the Company met these externally imposed capital requirements.

f) Capital position of the Company

As at 31 December 2025 the shareholders' equity of the Company amounted to THUF 21,113,849 Ft (as at 31 December 2024: THUF 17,116,321), while its share capital totalled THUF 13,473,446 (as at 31 December 2024: 13,473,446); the ratio of shareholders' equity to share capital was 131.46 % (as at 31 December 2024: 127%). The Company met the statutory capital requirements in both the reporting year and the previous year.

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Note 6 Investments in subsidiaries and other investments

Investments in subsidiaries

31 December 2024

	%	Cost	Impairment	Carrying amount	Equity
Investments					
Rába Futómű Kft.	100	9 011 795	-1 650 000	7 361 795	8 089 176
Rába Járműalkatrész Kft.	100	780 000	0	780 000	3 357 802
Rába Jármű Kft.	100	775 624	0	775 624	5 165 100
Rekard Kft	100	988 311	0	988 311	685 578
Grand total		11 555 730	-1 650 000	9 905 730	17 297 656

31 December 2025	%	Cost	Impairment	Carrying amount	Equity
Investments					
Rába Futómű Kft.	100	9 011 795	-5 493 000	3 518 795	3 520 769
Rába Járműalkatrész Kft.	100	780 000	0	780 000	2 985 698
Rába Jármű Kft.	100	775 624	0	775 624	5 472 405
Rekard Kft	100	988 311	-332 000	656 311	447 070
Grand total		11 555 730	-5 825 000	5 730 730	12 425 942

The subsidiaries prepare their respective annual financial statements as at 31 December in accordance with the Hungarian Act on Accounting and publish them in line with local regulations. The level of interest in subsidiaries is equivalent to the voting power held.

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Other investments

31 December 2024

	%	Cost	Profit or loss of associate	Carrying amount	Equity
Investments					
Other	0	205	0	205	0
Grand total		205	0	205	0

31 December 2025

	%	Cost	Profit or loss of associate	Carrying amount	Equity
Investments					
Other	0	205	0	205	0
Grand total		205	0	205	0

The 'Other' line item as at 31 December 2024 and 2025 includes the THUF 100 interest in Rába Energiaszolgáltató Kft., the THUF 85 interest in Veolia-Bakonyi Erőmű Zrt. and the THUF 20 interest in Ikarus Zrt.

Impairment of investments in subsidiaries and in other entities

As at the reporting date the Company performed an impairment test.

Rába Futómű Kft., Rába Járműalkatrész Kft., Rába Jármű Kft. and Rekard Hajtómű-és Gépgyártó Kft. were assessed using the discounted cash flow method, whereby the value of the companies equals the discounted value of expected future cash flows.

The calculation was made based on strategic plans, which were developed with due consideration of the Hungarian and the global economic situation, related risks and the impact thereof on the industry. For Rába Jármű Kft., Rába Járműalkatrész Kft. the assessment substantiated the carrying amount of the investment. For Rába Futómű Kft. an impairment loss of THUF 3,843,000, in the case of Rekard Kft. had to be accounted for as a result of the assessment.

a) Rába Futómű Kft.

Registered office: Hungary 9027 Győr, Martin út 1. Registered capital amounted to THUF 9,765,800 as at 31 December 2025 and THUF 9,765,800 as at 31 December 2024. 100% of the registered capital was made available to Rába Futómű Kft. by Rába Járműipari Holding Nyrt.

Rába Futómű Kft. manufactures axles and axle components and parts, for use in medium and heavy trucks, buses and other vehicles. It manufactures a wide range of products, based on its own developments and patents. The company performs its activities in Győr and Sárvár.

b) Rába Járműalkatrész Kft.

Registered office: Hungary 9027 Győr, Martin út 1. Registered capital totalled THUF 300,000 as at 31 December 2025 and 2024. 100% of the registered capital was made available to Rába Járműalkatrész Kft. by Rába Járműipari Holding Nyrt.

Rába Járműalkatrész Kft. manufactures vehicles parts, including passenger car seats and parts of seats (e.g. seat frames and covers), parts and components of utility vehicles, as well as machined parts for heavy duty vehicles. The company performs its activities in Mór.

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c) Rába Jármű Kft.

Registered office: Hungary 9027 Győr, Martin út 1. Registered capital as at 31 December 2025 and 31 December 2024 amounted to THUF 835,100. 100% of the registered capital was made available to Rába Jármű Kft. by Rába Járműipari Holding Nyrt.

Rába Jármű Kft. manufactures truck and bus chassis and related parts, other metal structures for vehicles, and assembles vehicles. Since 2021 manufacturing activities have been carried out by Rába Futómű. The company performs its activities in Győr.

d) REKARD Kft.

Registered office: Hungary 9027 Győr, Kandó Kálmán utca 5. Registered capital amounted to THUF 100,000 as at 31 December 2025 and 31 December 2024.

Full ownership was acquired by Rába Nyrt. through purchase in 2022.

Rekard Hajtómű- és Gépgyártó Kft. manufactures bearings and powertrain components. The company performs its activities in Győr.

Main data of subsidiaries and other investments:

The figures presented are derived from the stand-alone annual financial statements of the subsidiaries prepared in accordance with the Hungarian Act on Accounting.

31 December 2024

	Registered capital	Reserves	Profit or loss after tax	Equity	Total assets	Liabilities	Revenue
Investments							
Rába Futómű Kft.	9 765 800	588 876	-2 265 500	8 089 176	39 147 746	28 650 944	37 580 288
Rába Járműalkatrész Kft.	300 000	2 925 436	132 366	3 357 802	5 999 121	2 232 638	15 592 478
Rába Jármű Kft.	835 100	3 934 427	395 573	5 165 100	5 819 637	593 263	2 294 407
Rekard Kft	100 000	1 098 338	-512 760	685 578	2 105 035	1 416 089	2 269 216

31 December 2025

	Registered capital	Reserves	Profit or loss after tax	Equity	Total assets	Liabilities	Revenue
Investments							
Rába Futómű Kft.	9 765 800	-1 983 141	-4 261 890	3 520 769	42 659 973	36 537 472	35 146 575
Rába Járműalkatrész Kft.	300 000	3 042 789	-357 091	2 985 698	5 259 479	1 839 797	13 694 534
Rába Jármű Kft.	835 400	4 320 766	316 539	5 472 705	6 523 684	881 732	3 245 696
Rekard Kft	100 000	618 111	-271 041	447 070	1 817 433	1 362 761	2 267 375

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Note 7 Property, plant and equipment

	Land and buildings	Plant and machinery	Under construction	Total
Gross carrying amount				
Balance at 1 January 2024	10 035 586	850 681	1 144 813	12 031 080
Additions	382 730	497 566	626 086	1 506 382
Transfer from under construction	-6 706 748		0	-6 706 748
Disposals	-71 581	-3 635	-880 296	-955 512
Balance at 31 December 2024	3 639 987	1 344 612	890 603	5 875 202
Accumulated depreciation				
Balance at 1 January 2024	4 265 760	637 849	0	4 903 609
Depreciation	246 521	47 621	0	294 142
Impairment loss	-2 911 692		0	-2 911 692
Disposals	-55 385	-3 635	0	-59 020
Balance at 31 December 2024	1 545 204	681 835	0	2 227 039
Net carrying amount as at 1 January 2024	5 769 826	212 832	1 144 813	7 127 471
Net carrying amount as at 31 December 2024	2 094 783	662 777	890 603	3 648 163
Gross carrying amount				
Balance at 1 January 2025	3 639 987	1 344 612	890 603	5 875 202
Additions	551 962	404 960	288 784	1 245 706
Disposals	-19 301	-22 641	-1 104 449	-1 146 391
Balance at 31 December 2025	4 172 648	1 726 931	74 938	5 974 517
Accumulated depreciation				
Balance at 1 January 2025	1 545 204	681 835	0	2 227 039
Depreciation	110 636	85 827	0	196 463
Disposals	-18 448	-18 866	0	-37 314
Balance at 31 December 2025	1 637 392	748 796	0	2 386 188
Net carrying amount as at 31 December 2025	2 535 256	978 135	74 938	3 588 329

The useful life of an asset and the depreciation method applied shall be reviewed at least at each financial year-end. In the reporting year there were no events that would justify changing depreciation rates materially.

Property, plant and equipment decreased due to sale.

From 2025 onwards, the value of properties leased within the Group will also be reclassified from the **Property, Plant and Equipment** line item. In the note on investment property, these leased properties are also presented in a separate table, including their comparative-period values, as from 2025 they are no longer recognised under **Property, Plant and Equipment**.

The reclassified assets had a gross value of HUF 6,854,275 thousand as at 31 December 2025, accumulated depreciation of HUF 3,085,998 thousand, and a carrying amount of HUF 3,768,277 thousand. These properties reclassified in 2025 are leased by the Company within the Group.

Leased assets

This category includes passenger cars.

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Changes in right-of-use assets:

	Plant and equipment	Vehicles	Total
Gross carrying amount			
Balance at 1 January 2024	0	58 358	58 358
Additions	0	5 235	5 235
Disposals	0		0
Balance at 31 December 2024	0	63 593	63 593
Accumulated depreciation			
Balance at 1 January 2024	0	24 773	24 773
Depreciation	0	14 419	14 419
Disposals	0		0
Balance at 31 December 2024	0	39 192	39 192
Net carrying amount as at 31 December 2024	0	24 401	24 401
Gross carrying amount			
Balance at 1 January 2025	0	63 593	63 593
Additions	0	16 276	16 276
Disposals	0	4 805	4 805
Balance at 31 December 2025	0	75 064	75 064
Accumulated depreciation			
Balance at 1 January 2025	0	39 192	39 192
Depreciation	0	15 540	15 540
Disposals	0	4 805	4 805
Balance at 31 December 2025	0	49 927	49 927
Net carrying amount as at 31 December 2025	0	25 137	25 137

The Company leases passenger cars under IFRS 16. The right to use the leased assets expires in 2028. Lease liability by term is presented in Note 28.

The Company typically has assets written down to zero that are not used.

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Note 8 Intangible assets

	Intellectual property	Rights and concessions	Total
Gross carrying amount			
Balance at 1 January 2024	48 754	235 474	284 228
Additions	0	40 878	40 878
Disposals	0	0	0
Balance at 31 December 2024	48 754	276 352	325 106
Accumulated amortisation			
Balance at 1 January 2024	48 754	225 956	274 710
Amortisation	0	8 982	8 982
Disposals	0	0	0
Balance at 31 December 2024	48 754	234 938	283 692
Net carrying amount as at 1 January 2024	0	9 518	9 518
Net carrying amount as at 31 December 2024	0	41 414	41 414
Gross carrying amount			
Balance at 1 January 2025	48 754	276 352	325 106
Additions	0	30 515	30 515
Disposals	-40 302	-3 721	-44 023
Balance at 31 December 2025	8 452	303 146	311 598
Accumulated amortisation			
Balance at 1 January 2025	48 754	234 938	283 692
Amortisation	0	13 957	13 957
Disposals	-40 302	-3 721	-44 023
Balance at 31 December 2025	8 452	245 174	253 626
Net carrying amount as at 31 December 2025	0	57 972	57 972

The largest item within rights and concessions is the right to use the external software used.

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Note 9 Investment property

From 2025 onwards, the **Investment property** line item also includes the value of properties leased within the Group, in addition to the investment property presented in previous years. In the following table, these leased properties are also shown on a separate line, including their comparative-period values, as from 2025 they are no longer presented under Property, Plant and Equipment.

The reclassified assets had a gross value of HUF 6,854,275 thousand, accumulated depreciation of HUF 3,085,998 thousand, and a carrying amount of HUF 3,768,277 thousand. These properties reclassified in 2025 (which had been reduced by depreciation in previous years) are leased by the Company within the Group, and therefore should have been presented on this line in the Company's balance sheet from the outset; however, a different decision was made in 2017.

No valuation was performed in respect of these properties reclassified from 2025, and therefore their fair value was not determined. Based on prior years' experience and impairment testing, however, their fair value would be expected to exceed the carrying amount presented.

In addition, the Company presents under **Investment property** those unused properties (land plots) that it intends to sell in several phases. Revenue from the sale of property during 2025 amounted to HUF 7,974,981 thousand, which was recognised as other operating income.

The fair value of the land presented under investment property was HUF 5,515,000 thousand as at 31 December 2025 (31 December 2024: HUF 7,180,600 thousand), while its carrying amount was HUF 193,060 thousand, which decreased due to disposals during the current year. No depreciation is charged on land.

The Company's investment properties also include property held for renting, the fair value of which is THUF 777,100 as at 31 December 2025 (THUF 791,000 as at 31 December 2024), the carrying value is THUF 394,898 as at 31 December 2024. A depreciation charge of THUF 9,769 was recognised for this property over the year. The investment property was also renovated during the reporting year, in the amount of THUF 8,577. Its gross value is THUF 467,265 as at 31 December 2025 (THUF 458,483 as at 31 December 2024), accumulated depreciation totals THUF 72,366. Opening accumulated depreciation: THUF 62,598. Income in the reporting year from property held for renting amounts to THUF 87,569 (previous year: THUF 86,803). The property is rented out to Rekard Kft. No impairment loss was required to be recognised in respect of the investment properties, as their market value exceeded their carrying amount.

The Company applies the cost model to investment properties, consequently, these properties are recognised at net carrying amount in the balance sheet, rather than at fair value. The fair value was determined by an external independent appraiser– in respect of land and properties held for lease.

The appraisal was performed taking prices observable on the market for similar properties into account. No binding period exists as at the date of preparation of the annual financial statements.

The table below presents the net carrying amount of investment properties:

	31 December 2024	31 December 2025
Investment property – Land for sale	317 635	193 060
Investment property – Held for renting	396 090	394 898
Investment property – 2025 Reclassification	3 795 056	3 768 277
	4 508 781	4 356 235

Land is not depreciated.

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Note 10 Other non-current assets

	31 December 2024	31 December 2025
Receivables from additional capital contribution	848 336	873 786
Total other non-current assets	848 336	873 786

Receivables from additional capital contribution

The additional capital contribution is not expected to be repaid in 2026. Due to the loss incurred by Rába Futómű Kft. in 2025. Rába Futómű Kft. is THUF In the case of the additional capital contribution, the effect of discounting in the current year was THUF 25,450.

	31 December 2024	31 December 2025
Less than one year	0	0
One to five years	848 336	873 786
More than five years	0	0
Total other non-current assets	848 336	873 786

Note 11 Trade and other receivables

	31 December 2024	31 December 2025
Trade receivables	112 684	103 012
Receivables from related companies	4 210 332	12 675 683
Receivables from participating interest	10 941	9 652
Impairment loss on bad and doubtful debts	-5 884	-1 775
Total financial assets	4 328 073	12 786 572
Advances	10 802	414
Other	90 308	112 322
Total non-financial assets	101 110	112 736
Total receivables	4 429 183	12 899 308

The Company's exposure to credit and currency risks related to trade and other receivables is disclosed in Notes 5 and 25.

The Company has outstanding trade receivables mainly in its functional currency. Other receivables are all HUF-based.

Breakdown of receivables from third parties and receivables from related companies by currency:

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	31 December 2024	31 December 2025
Trade receivables from third and related parties		
EUR	188 448	319 582
HUF	880 219	262 105
Total	1 068 667	581 687
Cash pool receivables		
EUR	1 841 764	4 066 335
HUF	1 211 534	7 919 351
Total	3 053 298	11 985 686
Realated party loan		
EUR	0	0
HUF	206 108	220 974
Total	206 108	220 974

Note 12 Cash and cash equivalents

	31 December 2024	31 December 2025
Cash	46 515	311 595
Total cash and cash equivalents	46 515	311 595

The Company's exposure to interest rate and currency risks related to cash and cash equivalents is described in Note 5.

In the reporting year interest income from cash and cash equivalents is not significant.

	31 December 2024	31 December 2025
HUF	11 600	298 883
EUR	24 835	5 295
USD	10 080	7 417
Total cash	46 515	311 595

Note 13 Equity

Share capital

As at 31 December 2025, the issued share capital consisted of 13,473,446 category 'A' ordinary shares listed at the Budapest Stock Exchange (31 December 2024: 13,473,446 shares) of HUF 1,000 face value

The Notes on pages 7 to 48 form an integral part of these financial statements.

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each. The holders of ordinary shares are entitled to receive dividends as declared from time to time and are entitled to one vote per share at the general meetings of the Company. All shares rank equally with regard to the Company's residual assets.

Treasury shares

Treasury shares amounted to THUF 108,952 as at 31 December 2025 (120,681 shares) (as at 31 December 2024: THUF 108,952; 120,681 shares). In respect of the Company's shares that are held by itself ("treasury shares"), all rights are suspended until those shares are reissued.

Other comprehensive income

As at 31 December 2024 and 2025. the Company had no other comprehensive income.

Dividends paid

Dividends are recognised as a liability in the period when they are approved.

Rába Jár್ಮűipari Holding Nyrt. did not pay dividend in 2025.

Note 14 Provisions

	Non-current liabilities	Current liabilities		
	For trade liabilities	For trade liabilities	For employee- related liabilities	Total
Opening, 1 January 2024	0	168 650	12 694	181 344
Provisions recognised during the year	0	0	131 455	131 455
Provisions used during the year	0	0	-7 346	-7 346
Provisions released during the year	0	-128 650	-5 348	-133 998
Provisions reclassified	40 000	-40 000	0	0
Closing, 31 December 2024	40 000	0	131 455	171 455
Provisions recognised during the year	0	0	235 974	235 974
Provisions used during the year	0	0	-74 739	-74 739
Provisions released during the year	0	0	-56 716	-56 716
Provisions reclassified	0	0	0	0
Closing, 31 December 2025	40 000	0	235 974	275 974

The provision for trade liabilities is the amount of an estimated outflow of resources of an obligation resulting from a past event.

The provision recognised for the long-term trade payable was reviewed; the effect of discounting is not material.

Under employee-related liabilities, a provision was recognised for employee bonuses, the amount of which is uncertain due to the difficulty of estimating individual performance targets and expected future staff turnover.

The Company has no assets subject to decommissioning obligations and therefore does not recognise any provision for such obligations.

Note 15 Non-current liabilities

Non-current financial liability:

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The Company's lease liability amounted to HUF 17,068 thousand as at 31 December 2025 and HUF 16,109 thousand as at 31 December 2024.

The breakdown by maturity is presented in Note 28.

In 2015, the Company received a grant for an environmental protection investment. As at 31 December 2025, the related non-current liability amounted to HUF 40,070 thousand, while the current liability amounted to HUF 4,332 thousand.

Note 16 Trade and other liabilities

	31 December 2024	31 December 2025
Trade liabilities	326 736	225 165
Lease liabilities	9 722	9 722
Accrued trade liabilities	10 062	36 718
Liabilities to related companies	4 752 912	5 688 769
Overdraft facility	1 970	0
Interest liabilities	0	0
Financial liabilities	5 101 402	5 960 374
Advances received	135 417	2 255
Accrued expenses	0	0
Deferred income	4 332	4 332
Wages and related contributions	88 009	91 168
VAT payment liability	189 648	64 057
Other	4 329	4 763
Non-financial liabilities	421 735	166 575
Financial and non-financial liabilities	5 523 137	6 126 949

Breakdown of trade liabilities and liabilities to related companies by currency:

	31 December 2024	31 December 2025
Trade liabilities		
EUR	90 058	31 450
HUF	236 678	193 715
Total	326 736	225 165

	31 December 2024	31 December 2025
Liabilities to related companies		
EUR	3 444 825	2 176 751
HUF	1 308 087	3 512 018
Total	4 752 912	5 688 769

The other balances within liabilities are typically HUF-based.

The Company's exposure to currency and liquidity risks related to trade and other liabilities is detailed in Notes 5 and 25.

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Note 17 Segment reporting

The Company defined its activity as a single segment, so no separate report is prepared.

Note 18 Revenue

Revenue by geographical region:

	31 December 2024	31 December 2025
Related companies*	3 651 766	2 897 096
Unrelated companies	662 365	684 596
Total domestic	4 314 131	3 581 692
Total European Union	631	637
Total revenue	4 314 762	3 582 329

Revenue by activity:

	31 December 2024	31 December 2025
Revenue from goods sold	5 113	189
Provision of services	2 093 501	1 970 960
Rental income	2 216 148	1 611 180
Total revenue	4 314 762	3 582 329

The Company's rental income decreased in 2025 due to a one-off concession granted to Rába Futómű Kft. From 2026 onwards, the Company's rental income is expected to return to the level of the 2024 rental fee. The lease agreements are for an indefinite term.

* For a more detailed breakdown see Note 24.

The majority of revenue derived from the consolidated entities. Typically, services and rentals were invoiced to customers outside the consolidation scope.

Note 19 Operating costs

	31 December 2024	31 December 2025
Material costs	884 072	781 744
Services used and other services	853 868	864 023
Staff costs	1 005 913	1 298 158
Depreciation and amortisation	303 128	384 725
Total operating costs	3 046 981	3 328 650
Cost of sales	1 042 280	973 520
Selling and marketing costs	20 749	20 843
General and administrative costs	1 983 952	2 334 287
Total operating costs	3 046 981	3 328 650

Repair and maintenance costs relating to income-generating investment properties are not material, as such costs are typically borne by the tenant under the lease agreement.

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No repair or maintenance costs were incurred during the current year in respect of non-income-generating investment properties (land plots).

Note 20 Staff costs

	31 December 2024	31 December 2025
Wages and salaries	735 815	988 578
Wage contributions	116 542	155 606
Other staff expenses	153 556	153 974
Total staff costs	1 005 913	1 298 158

In 2025, the average statistical number of employees was 61 (2024: 66).

Note 21 Other income and expenses

	31 December 2024	31 December 2025
Release of grant	4 332	4 332
Dividend income	9 200	3 888
Gain on sale of tangible asset	1 393 932	7 974 981
Release of Provisions	133 998	56 716
Other	18 055	4 561
Total other income	1 559 517	8 044 478
Land and building tax	340 370	340 370
Impairment loss on investment	1 650 000	4 175 000
Scrapping, impairment	0	1 600
Accident compensation	8 476	7 316
Financial support	24 390	10 432
Loss on sale of property, plant and equipment	0	0
Other	9 574	21 618
Total other expenses	2 032 810	4 556 336
Net other income/ expense	-473 293	3 488 142

The Notes on pages 7 to 48 form an integral part of these financial statements.

Rába Járműipari Holding Nyrt.
Notes to the financial statements

for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

Note 22 Finance income and costs

	31 December 2024	31 December 2025
Interest income received	49 701	89 725
Other finance income	0	22 722
Total finance income	49 701	112 447
Interest expenses paid	33 382	32 500
Other finance costs	118 565	43 039
Total finance costs	151 947	75 539
Net finance income/ costs	-102 246	36 908

Interest income for 2024 and 2025 typically relates to cash and cash equivalents.

Other finance income and costs include realised and unrealised exchange gain/loss. Year-end revaluation of FX cash resulted in THUF 28,081 gain.

Note 23 Income tax

Composition of income tax expense for the period:

	31 December 2024	31 December 2025
Corporation tax	27 577	337 749
Business tax	54 891	44 809
Innovation contribution	10 292	8 402
Deferred tax	-3 128	-13 097
Total income tax expense	89 632	377 863

The Company is resident for tax purposes in Hungary and it pays corporation tax based on its net profit or loss. In 2025 the corporation tax was 9% of the pre-tax profit. In the reporting year corporation tax amounted to THUF 337,749, in 2024 to THUF 27,577

It had a local tax liability on revenues less material costs, cost of goods sold and the value of re-invoiced services, the rate of which is 1.6% in Győr.

The Global Minimum Tax does not apply to the Company.

As at 31 December 2025, the net balance of corporate income tax, local business tax and innovation contribution receivables and payables showed an income tax liability of HUF 297,513 thousand, compared with a receivable of HUF 6,286 thousand as at 31 December 2024.

Deferred taxes were assessed based on the expected time of recovery, using future tax rates that became known in 2025 (which are the same as the above rates).

As at 31 December 2025 deferred tax assets amounted to THUF 45,646 (31 December 2024: THUF132,549), and deferred tax liabilities to THUF 0 (31 December 2024: THUF 0).

Rába Jár್ಮűipari Holding Nyrt.
Notes to the financial statements

for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

Deferred tax assets relate to the following items:

	31 December 2024	Increase	Decrease	31 December 2025
Provisions	15 431	9 406	0	24 837
Property, plant and equipment	10 227	9 609	0	19 836
Lease liabilities	129	20	0	149
Reserve for debtors	530	0	-370	160
Tax loss carried forward	6 232	0	-6 232	0
Non deductible expense in relation to the corporate income tax law	0	664	0	664
Gross deferred tax assets (+)	32 549	19 699	-6 602	45 646
Gross deferred tax liabilities (-)	0	0	0	0
Net deferred tax assets(+) liabilities (-)	32 549	19 699	-6 602	45 646
Deferred tax assets(+) liabilities (-)	32 549			45 646
Net deferred tax assets (+) liabilities (-)	32 549			45 646

Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is still probable that the related tax benefit will be realised.

No deferred tax to be recognised in other comprehensive income arose.

Calculation of tax expense:

	31 December 2024	31 December 2025
Profit before tax	686 358	3 778 665
Calculated corporation tax	61 772	340 080
Business tax	54 891	44 809
Innovation contribution	10 292	8 402
Under and overrecognition in previous years	-37 323	-15 428
Total tax expense	89 632	377 863
<i>Effective tax rate</i>	13%	10%

The Company has no tax allowance.

Tax losses carried forward from previous years:

The carried-forward tax loss has been utilised; as at 31 December 2025, the balance was HUF 0 thousand..The Company used its losses carried forward based on the FIFO method.

Note 24 Related party transactions

i) Transactions with subsidiaries

Other non-current assets from related companies

Rába Járműipari Holding Nyrt.
Notes to the financial statements
for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

	31 December 2024	31 December 2025
Rába Futómű Kft. additional capital contribution	848 336	873 786
Total other non-current assets	848 336	873 786

Current receivables from related companies

	31 December 2024	31 December 2025
Rába Futómű Kft.	620 973	99 428
Rába Járműalkatrész Kft.	110 102	55 707
Rába Jármű Kft.	17 550	36
Rekard Kft	202 301	313 852
Trade receivables	950 926	469 023
Rába Futómű Kft.	3 053 298	11 985 686
Cash pool receivables	3 053 298	11 985 686
Rekard Kft	206 108	220 974
Related party loan	206 108	220 974
Total receivables from related companies:	4 210 332	12 675 683

Trade and other liabilities to related companies

	31 December 2024	31 December 2025
Rába Futómű Kft.	9 791	1 088
Trade liabilities	9 791	1 088
Rába Járműalkatrész Kft.	187 110	681 569
Rába Jármű Kft.	4 556 011	5 006 112
Cash pool liabilities	4 743 121	5 687 681
Total trade and other liabilities to related companies:	4 752 912	5 688 769

ii) The Company's transactions with state-owned companies were not substantial in either the previous year or the reporting year, they did not exceed the threshold requiring presentation

Rába Járműipari Holding Nyrt.
Notes to the financial statements

for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

Income from related companies and associates

	31 December 2024	31 December 2025
Rába Futómű Kft.	2 850 882	2 005 520
<i>of which provision of services</i>	1 369 278	1 139 575
<i>of which rental income</i>	1 481 604	865 945
Rába Járműalkatrész Kft.	497 011	532 330
<i>of which provision of services</i>	365 907	401 222
<i>of which rental income</i>	131 104	131 108
Rába Jármű Kft.	155 242	206 143
<i>of which provision of services</i>	103 822	154 721
<i>of which rental income</i>	51 420	51 422
Rekard Kft	148 631	153 102
<i>of which provision of services</i>	61 828	65 533
<i>of which rental income</i>	86 803	87 569
Income from related companies	3 651 766	2 897 095
Rekard Kft	6 108	14 866
Rába Járműalkatrész Kft.	0	0
Finance income from related companies	6 108	14 866
Grand total	3 657 874	2 911 961

The above transactions with related parties and associates were part of the normal course of business, on terms, including interest and collateral, substantially equivalent to those that prevail in comparable transactions with companies in a similar financial position. The transactions do not involve risks in addition to the normal risk of repayment and do not represent any other unfavourable features.

iii) Transactions with key management personnel

Name	Position	BoD	SB	AC	EX
Hetzmann Béla	Chairman of the Board	x			
Dr. Csüllög Nóra	Board member	x			
Lang-Péli Éva	Board member	x			
Majoros Csaba	Board member	x			
Mráz Dániel Emanuel	Board member	x			
Dr. Szabó-Szombati Tibor	Board member	x			
Dr. Szász Károly Péter	Board member	x			
Sárközi Dávid Soma (2024-2025)	Chairman of the Supervisory Board		x	x	
Vojtek Endre (2025)	Member of the Supervisory Board		x	x	
Dr. Antal Ferenc	Member of the Supervisory Board		x	x	
Dr. Szabó Sándor József	Member of the Supervisory Board		x	x	
Hetzmann Béla	President-CEO				x

The Notes on pages 7 to 48 form an integral part of these financial statements.

Rába Járműipari Holding Nyrt.
Notes to the financial statements

for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

The aggregate amounts of transactions and existing balances with key management personnel and entities over which they have control or significant influence were as follows:

BoD - Board of Directors

SB - Supervisory Board

AC - Audit Committee

EX - Executive

	Expenses on the transaction	Outstanding balance
	2025	31.12.2025
Wages paid to key management personnel	145 860	24 408
Honorarium paid to the Board of Directors	52 800	0
Honorarium paid to the Supervisory Board	20 932	0

The Company did not disburse loans to key management personnel, and it does not incur post-employment liabilities.

iii) Transactions and current balances with state-owned businesses

The Company has been in indirect state ownership since 15 February 2022, Nemzeti Védelmi Ipari Innovációs Zrt. is a shareholder rather than the entity exercising ownership rights. As at 31 December 2025, the ultimate owner of the Company was the Hungarian State.

The significant balances (over HUF 50 million) between the Company and state-owned entities and budgetary organisations are presented where the state ownership exceeds 50%.

The Company's transactions with state-owned companies were not substantial in either the previous year or the reporting year, they did not exceed the threshold requiring presentation.

Note 25 Financial risks

i) Credit loss risk

Exposure to credit risk

The majority of the receivables are receivables from related companies; the receivables from third parties expose the Company to credit risk. The carrying amount of cash and cash equivalents as well as trade and other receivables reflects the Company's maximum credit risk exposure.

The Company treats non-current receivables and receivables from sale in accordance with the rights and obligations laid down in individual partner contracts. This involves reviewing at least annually the risks and collateral identifiable based on the relevant contracts that can influence future cash flows from such receivables.

Based on the review, a loss allowance is recognised for the outstanding receivables at the level of the individual transactions to the extent that the future recovery of the given receivable is at risk in spite of the integrated collateral.

Non-current receivables are recognised at a discounted value in line with their term.

Its non-current financial receivables amounted to THUF 873,786 as at 31 December 2025 (31 December 2024: THUF 848,336), while its current financial receivables amounted to THUF 12,786,572 as at 31 December 2025 (31 December 2024: THUF 4,328,073).

Rába Járműipari Holding Nyrt.
Notes to the financial statements
for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

ii) Liquidity risk

Maturity of financial liabilities:

31 December 2024

	Carrying amount	Contractual cash flows	Less than 12 months	1-2 years	2-5 years	More than 5 years	Fair value of future cash flows
Trade liabilities	336 798	336 798	336 798				336 798
Loans, lease and interest liabilities	27 801	27 801	11 692	16 109			27 801
Financial liabilities to related companies	4 752 912	4 752 912	4 752 912				4 752 912
Total	5 117 511	5 117 511	5 101 402	16 109	0	0	5 117 511

31 December 2025

	Carrying amount	Contractual cash flows	Less than 12 months	1-2 years	2-5 years	More than 5 years	Fair value of future cash flows
Trade liabilities	225 165	225 165	225 165				225 165
Loans, lease and interest liabilities	26 790	26 790	9 722	17 068			26 790
Financial liabilities to related companies	5 688 769	5 688 769	5 688 769				5 688 769
Total	5 940 724	5 940 724	5 923 656	17 068	0	0	5 940 724

The Notes on pages 7 to 48 form an integral part of these financial statements.

Rába Járműipari Holding Nyrt.
Notes to the financial statements
for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

Maturity of financial receivables:

Trade receivables	112 684	112 684	112 684				112 684
Other financial receivables	5 057	5 057	5 057				5 057
Receivables from related parties	4 210 332	4 210 332	4 210 332				4 210 332
Total	4 328 073	4 328 073	4 328 073	0	0	0	4 328 073

31 December 2025

	Carrying amount	Contractual cash flows	Less than 12 months	1-2 years	2-5 years	More than 5 years	Fair value of future cash flows
Trade receivables	103 012	103 012	103 012				103 012
Other financial receivables	7 877	7 877	7 877				7 877
Receivables from related parties	12 675 683	12 675 683	12 675 683				12 675 683
Total	12 786 572	12 786 572	12 786 572	0	0	0	12 786 572

The Notes on pages 7 to 48 form an integral part of these financial statements.

Rába Járműipari Holding Nyrt.
Notes to the financial statements

for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

The Company's liquidity position is adequate, as receivables significantly exceed liabilities.

Maturity of financial receivables is as follows:

iii) Currency risk

The Company operates a part of its cash pool system in foreign currency, with floating EUR interest. Any interest rate risk to which the Company is exposed is charged to the other members of the Group.

The following table presents the amount of receivables and liabilities denominated in foreign currency:

	31 December 2024	31 December 2025
Cash pool receivables		
EUR	1 841 764	4 066 335
Cash pool liabilities		
EUR	3 444 825	3 512 018
Total	-1 603 061	554 317

Main exchange rates during the year and as at the end of the year were as follows:

	Average rate		Spot rate as at 31 December	
	2024	2025	2024	2025
EUR	395.20	397.91	410.09	385.40
USD	365.24	353.20	393.60	328.42

The depreciation of the HUF at the reporting date vis-à-vis the EUR would have increased (positive amounts) or decreased (negative amounts) equity and profit as shown in the following table in THUF. The analysis was based on exchange rate changes deemed reasonably possible by the Company on the reporting date. The analysis assumes that all other variables remain constant, including interest rates. The analysis is based on the same principles as in the case of comparative information:

Currency	31 December 2024			31 December 2025		
	Rate of change	Equity	Profit or loss	Rate of change	Equity	Profit or loss
EUR	-3.68%	-88.0002	-88.000	-3.78%	244.280	-244.280

In the case of items denominated in EUR currency, receivables exceed liabilities, therefore they are expected to have an adverse impact on the Group's profit or loss.

iv) Fair values

Fair values of financial assets and financial liabilities and their carrying amount reported in the balance sheet:

Rába Járműipari Holding Nyrt.
Notes to the financial statements
for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

	Carrying amount	
	31 December 2024	31 December 2025
Other non-current assets	848 336	873 786
Trade and other receivables	4 328 073	12 786 572
Cash and cash equivalents	46 515	311 595
Trade and other liabilities	5 099 432	5 960 374

The carrying amount of the above financial instruments is a reasonable approximation of fair value, as they typically mature within one year. For non-current assets discounted values are recognised.

Note 26 Earnings per share

The amount of basic earnings per share is disclosed in the consolidated financial statements.

Note 27 Capital commitments and contingencies

As at 31 December 2025 future capital expenditure and other services commitments of the Company amounted to THUF 264,073 (as at 31 December 2024: THUF 44,178).

The Company does not have any contingent liabilities as at 31 December 2024 and 2025.

Note 28 Lease liabilities

Maturity analysis of lease payments for the lease contracts:

	31 December 2024	31 December 2025
Less than one year	9 722	9 722
One to five years	16 109	17 068
More than five years	0	0
Total leases	25 831	26 790

The Company leases vehicles. The term of the leases is typically between 1 and 5 years. Interest expenses arising from lease liabilities are recognised under finance costs.

Rába Járműipari Holding Nyrt.
Notes to the financial statements
for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

Note 29 Off-balance sheet liabilities

Mortgages of the Company:

31 December 2025	Bank	Asset category	Asset value (HUF million)
Rába Nyrt.	K&H Bank	property	1 271
Rába Nyrt.	CIB Bank	property	9 330
Rába Nyrt.	MBH Bank	property	983
Rába Nyrt.	Raiffeisen Bank	property	1 980
Rába Nyrt.	Raiffeisen Bank	property	504
Rába Nyrt.	Erste Bank	property	3 193
Rába Nyrt.	MBH Bank	property	791

Note 30 Subsequent events and Miscellaneous

Subsequent events

There were no events after the reporting date which would have an impact on the financial statements for 2025.

With respect to the ordinary shares issued by RÁBA Plc., following the disposal of the 54.34% ownership interest held by N7 Holding Nemzeti Védelmi Ipari Innovációs Zrt. and the 20% ownership interest held by the Foundation for Széchenyi István University, 74.34% of the RÁBA shares were acquired by 4iG SDT EGY Zrt., a member of the 4iG Group, in the transaction closed on 5 January 2026. As a result of the transaction, the majority state ownership in Rába Plc. ceased to exist. RÁBA shares continue to be traded on the Budapest Stock Exchange, with an unchanged free float of 25.66%.

As a consequence of the completed change in ownership, information published on the Company's website regarding the potential effects on operating results is publicly available.

At the extraordinary general meeting of RÁBA Plc. held on 26 January 2026, effective as of the close of the meeting, Béla Hetzmann, Éva Lang-Péli, Dr Nóra Csüllög, Csaba Majoros, Dániel Emánuel Mráz, Dr Károly Szász and Dr Tibor Szabó-Szombati were recalled from the Board of Directors, and Endre Vojtek, Dr Ferenc Antal and Dr Sándor József Szabó were recalled from the Supervisory Board (and Audit Committee). The General Meeting then elected Dr István Sárhegyi as Chairman of the Board of Directors; Gergely Sántha, Orsolya Földi, Béla Hetzmann, Tamás Szabó and Balázs Várnai as members of the Board of Directors; Dr Zoltán Lajos Pafféri as Chairman of the Supervisory Board (and Audit Committee); and Dr Csaba Vezekényi and Dr Ildikó Rózsa Tóthné as members of the Supervisory Board (and Audit Committee).

Pursuant to a decision of the Board of Directors of RÁBA Plc., Béla Hetzmann ceased to hold the position of Chief Executive Officer of RÁBA Plc. as of 31 January 2026. From 1 February 2026, the position of Chief Executive Officer of RÁBA Plc. has been held by Tamás Szabó, a member of the Board of Directors of RÁBA Plc.

Other:

We assessed how the Russian-Ukrainian armed conflict that began on 24 February 2022, as well as the Iranian-Israeli-American armed conflict that began on 28 February 2026, and their potential economic

Rába Járműipari Holding Nyrt.
Notes to the financial statements

for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

effects, are expected to affect the Company. Based on this assessment, we have not currently identified any specific circumstance that would have a material effect on the Company's financial position, financial performance or cash flows for 2025. However, due to the uncertainty and volatility of the situation, it is possible that circumstances with a material impact may arise in the future.

Due to growing energy and raw material prices, in order to maintain profitability the Company and its subsidiaries responded by increasing flexibility of production and applying strict cost management. The Company and its subsidiaries continue to improve efficiency of manufacturing processes and technology. A key objective is, after global purchase prices stabilise, to counterbalance negative effects by raising sales prices in line with the increase in costs.

Note 31 Additional disclosures required by the Hungarian Act on Accounting

- i) Individuals authorised to sign the annual financial statements:

Tamás Szabó – Chief Executive Officer – 6th floor, Door 7, 19–29 Kapás Street, 1027 Budapest, Hungary

- ii) Website of the Company: www.raba.hu

- iii) Bookkeeping services are performed by:

As the employee of Rába Nyrt.:

Name: Melinda Kelemen

Registration no.: 151546

- iv) The mandatory audit of the Company is performed by
RSM Hungary Auditing Plc.H-1139 Budapest, Lomb str. 30-32.

Professional accountant responsible for the audit:

Mosonyi Ádám

Chamber registration number:

007424

For the financial year ended 31 December 2025 the agreed fee for the audit of the annual financial statements is THUF 5000Ft + VAT.

In 2025, the Company did not use any other assurance services, tax advisory services or other non-audit services.

- v) Proposal on the appropriation of profit after tax:

The Board of Directors does not propose dividend payment to the General Meeting.

- vi) Equity correlation

Basis for preparation of equity correlation table

Under Section 114/B of the Hungarian Act on Accounting, the interim financial statements include the calculation of the difference between equity as per the Hungarian Act on Accounting and equity under the reporting framework described above.

The reconciliation of equity under the reporting framework applied to prepare these financial statements and equity as per the Hungarian Act on Accounting includes the balances as at 31 December 2024 and 31 December 2025 of the following equity components:

Equity

- Share capital
- Capital reserve
- Retained earnings
- Valuation reserve
- Profit after tax
- Allocated reserve

The equity correlation table also includes:

- the reconciliation of the difference between the capital registered by the Court of Registration and the share capital determined based on the reporting framework described above;

The Notes on pages 7 to 48 form an integral part of these financial statements.

Rába Járműipari Holding Nyrt.
Notes to the financial statements

for the year ended 31 December 2025 (data in THUF unless otherwise indicated)

- free retained earnings available for dividend payment, which shall be the retained earnings containing the profit or loss after tax for the last financial year closed with financial statements.

Equity reconciliation table

31 December 2024

	Equity as per IFRS 31.12.2024	Reclassificat ion of treasury shares	Elimination of additional capital contribution	Transfer of profit/loss after tax	Equity 31.12.2024
Share capital	13 473 446				13 473 446
Treasury shares	-108 952	108 952			0
Share-based payments reserve	0				0
Retained earnings	3 751 827	-108 952	-848 336	-596 726	2 197 813
Allocated reserve	0	108 952			108 952
Profit after tax	0			596 726	596 726
Total capital and reserves	17 116 321	108 952	-848 336	0	16 376 937

31 December 2025

	Equity as per IFRS 31.12.2025	Reclassificat ion of treasury shares	Elimination of additional capital contribution	Transfer of profit/loss after tax	Equity 31.12.2025
Share capital	13 473 446				13 473 446
Treasury shares	-108 952	108 952			0
Share-based payments reserve	0				0
Retained earnings	4 348 553	-108 952	-873 786	-3 400 802	-34 987
Allocated reserve	0	108 952			108 952
Profit after tax	0			3 400 802	3 400 802
Total capital and reserves	17 713 047	108 952	-873 786	0	16 948 213



We engineer, you drive

RÁBA Automotive Holding Plc.

BUSINESS REPORT AND EXECUTIVE REPORT
on the business year ended 31 December, 2025
(Non-consolidated)



We engineer, you drive

1. Characteristics of the Company

The legal predecessor of RÁBA Automotive Holding Plc. was established in 1896. In the course of its history, the Company became a corporation and group of companies of global renown through the production of road and off-road vehicles, main parts and components.

Milestones in the history of the Company include:

- Incorporation of a company limited by shares (1 January, 1992),
- Listing of the Company's shares on the stock exchange (17 December, 1997)

Since the listing of the Company's shares, the operation of the Company is continuously monitored by the investors as well.

In 1999, Rába launched a comprehensive restructuring process, as a result of which since 2000, the Company has been operating as a holding. Within the holding structure, professionally distinct activities are performed in separate companies, while the holding headquarters focuses on business development, management and professional oversight of the companies, as well as on certain asset management tasks.

In the business year 2004, the streamlining of the holding organisation and of internal operative processes continued, together with the optimisation of the Company's operation. As from 1 January, 2004, RÁBA Plc. and Rába Axle Ltd., were placed under joint professional management.

On 6 December, 2005, pursuant to the legal regulations, the name of the Company was changed from RÁBA Járműipari Holding Részvénytársaság (Rába Automotive Holding Company Limited by Shares) to RÁBA Automotive Holding Plc.

On 7 November, 2011, the Hungarian National Holding Company Ltd., made a binding open purchase offer for 100 per cent of the shares issued by the Company. The bid was approved by the PSZÁF (State Supervision of Financial Organisations) on 8 November, 2011. In relation to the open bid, the Bidder applied to the procedure of the European Commission for the uniform competition law approval (encompassing the territory of the entire EU) of the transaction. The competition authorities approved the acquisition. As a result of the share transfer agreements, as of 18 April, 2012, the Hungarian National Holding Company became the owner of 9,925,829 shares, acquiring thus a 73.67 per cent stake in the Company.

As from 4 June, 2021, until 31 December, 2022, pursuant to line 4 of chart VI of Annex 3 of decree no. 1/2018. (VI.25.) NVTNM, the totality of ownership rights and obligations of the state resulting from the state ownership stake of Rába Plc., will be exercised by the National Defense Industrial Innovation Ltd. (Nemzeti Védelmi Ipari Innovációs Zrt.). The transfer of the shares owned by the state in order to exercise ownership rights occurred on 20 July, 2021.

Pursuant to paragraph 3/a.§ of act XXXVIII. of 2020, the 20 per cent stake of the Hungarian State in Rába Plc. was transferred free of charge, at book value to the Foundation, in order to allow the Foundation for the Széchenyi István University (Széchenyi István Egyetemért Alapítvány) to perform its public purpose goals and public tasks as set forth in the relevant regulation.

On 31 December, 2022, the ownership stake of the National Defense Innovation Ltd., is 54.34 per cent, whereas the ownership stake of the Foundation for the Széchenyi István University is 20.00 per cent.

RÁBA Automotive Holding Plc., does not envisage any changes in its sphere of activities in the near future. Its activities will continue to focus predominantly on the management of the business and on asset management.

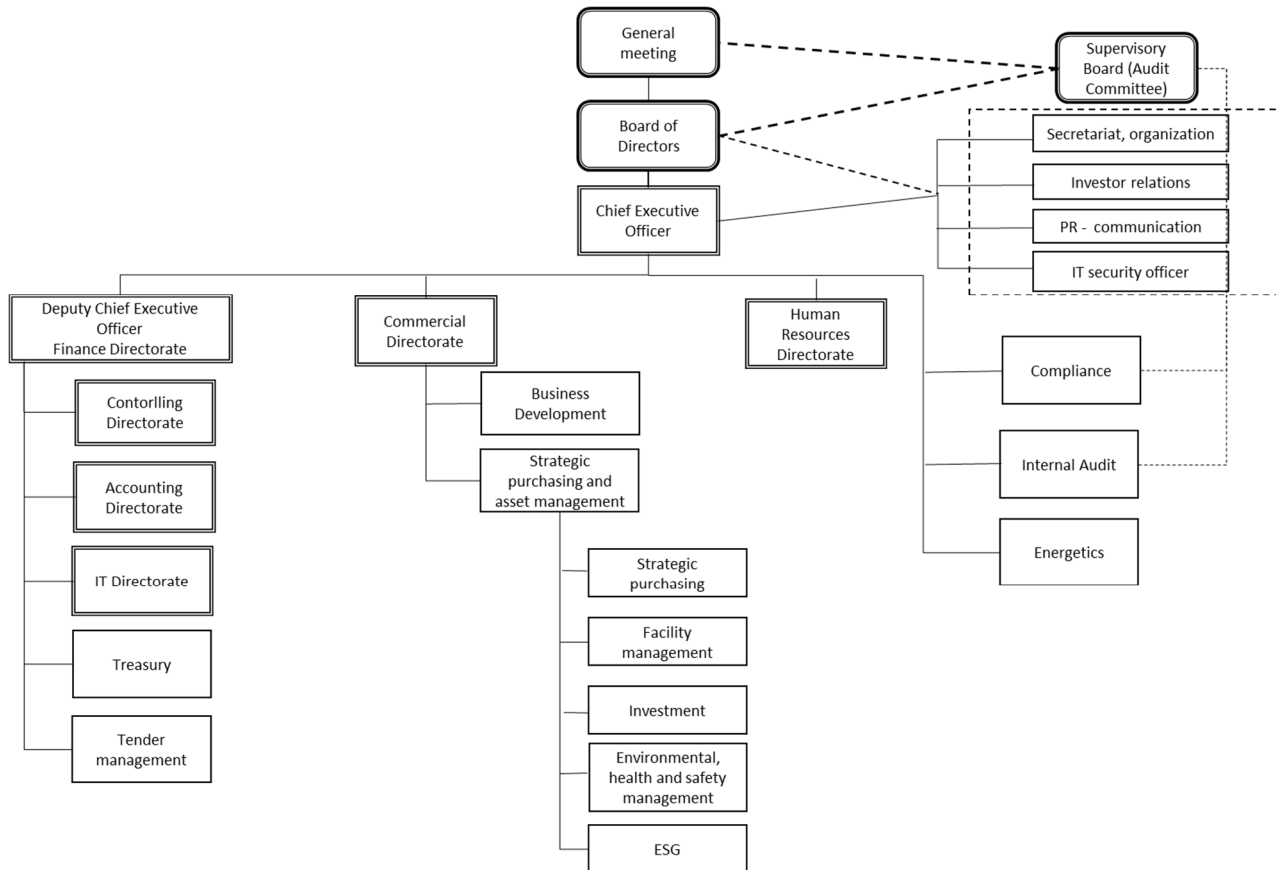
The seat of the Company is: 9027 Győr, Martin út 1.

As from 1 January, 2017, the Company has been discharging its reporting obligations as per the provisions of the International Financial Reporting Standards ("IFRS").



We engineer, you drive

Rába Plc.'s organigram





We engineer, you drive

2. Characteristics of the business

The following chart features the results of the operation:

Figures in million HUF

	IFRS Year 2024	IFRS Year 2025	Change
Sales revenue	4 315	3 582	- 732
Direct cost of sales	1 042	974	- 69
Gross profit	3 272	2 609	- 664
Dividend income	9	4	- 5
Profit/loss from investment into subsidiaries	0	0	0
Other operating income	1 550	8 041	6 490
Other revenues total	1 560	8 044	6 485
Sales and marketing costs	21	21	0
General overhead costs	1 984	2 334	350
Impairment of customers and contract assets	6	0	- 6
Other expenditures	2 033	4 556	2 524
Other operating expenditures total	4 043	6 912	2 868
Revenue from operations	789	3 742	2 953
Financial revenues	50	112	63
Financial expenditures	152	76	- 76
Result of financial operations	- 102	37	139
Result from the purchase of an associated companies	0	0	0
Settlement of contract relations existing with the acquired company before the acquisition	0	0	0
PROFIT BEFORE TAXATION	686	3 779	3 092
Income tax**	90	378	288
PROFIT DURING REPORTING YEAR	597	3 401	2 804
TOTAL AGGREGATE INCOME DURING REPORTING YEAR	597	3 401	2 804
EBITDA	1 092	4 126	3 035

2.1. Sales revenue

In 2025, RÁBA Plc., generated net sales of HUF 3 582 million (2024: HUF 4 315 million).

Of the rental fee representing 45 per cent of the revenue, the Company achieved HUF 1 611 million, which is HUF 605 million less than the previous year's rental income. The management fee and the sales revenue from affiliated companies, resulting from the use of brand names, increased by HUF 11 million. Management fees and the fees for using the brand name amount to 9.4 per cent of the total revenue of the Plc. The ratio of service charges passed on amounted to 23 per cent, within sales. Its value is HUF 76 million than the previous year. Revenues from other items decreased during the reporting year, and realized revenue of HUF 42 million.

A considerable portion (81 per cent) of the sales revenue, amounting to HUF 2 897 million, was generated by the companies involved in the consolidation. Unconsolidated domestic customers were typically invoiced for fees related to rental and indirect services.

Through the establishment of the holding structure, RÁBA Plc. represents 7 per cent of the sales revenues generated by the group.



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Figures in million HUF

Description	RÁBA Plc. sales revenue	Group sales revenue	Ratio %
Domestic sales revenue	3 582	12 720	28%
Sales revenue of consolidated companies	2 897	0	0%
Other sales revenue	685	12 720	5%
Export sales revenue	1	41 516	0%
Revenues total	3 582	54 236	7%

2.2. Costs

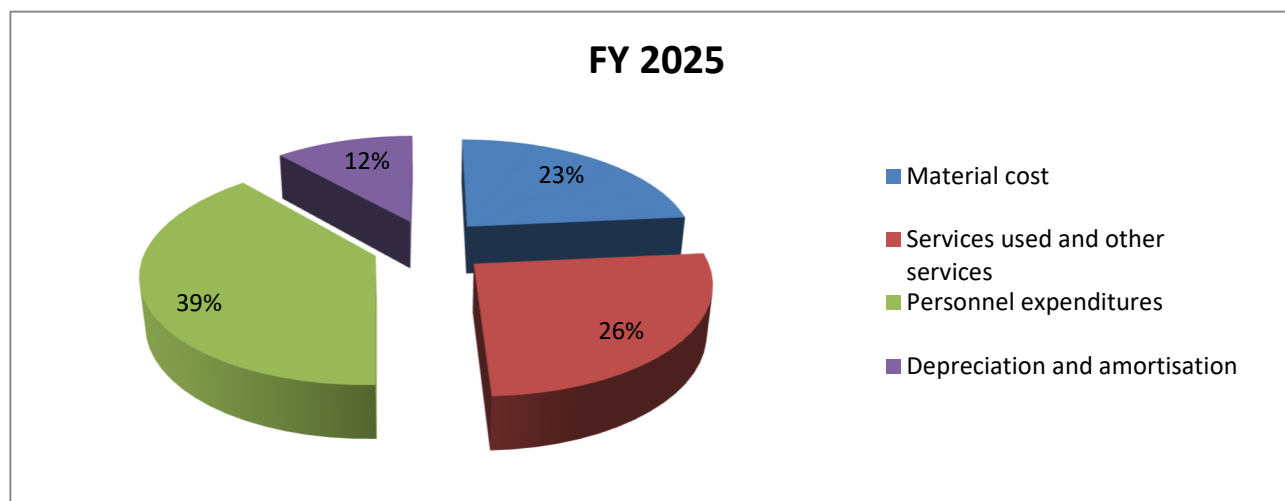
Operating costs increased by HUF 282 million during the reporting year compared to the base period. 23 per cent of the costs are material expenditures – costs related to asset management, property management and facility management -, which decreased by HUF 102 million during the reporting period.

Personnel expenditures increased by 29%, the Services used and other services increased by 1%.

Figures in million HUF

	31 December, 2024	31 December, 2025	Change 2025-2024	Index % 2025-2024
Material costs	884	782	- 102	88%
Services used and other services	854	864	10	101%
Personnel expenditures	1 006	1 298	292	129%
Depreciation and amortisation	303	385	82	127%
Total operating costs	3 047	3 329	282	109%

Breakdown of costs of the activity





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2.3. Other revenues and other expenditures

Figures in million HUF

	31 December, 2024	31 December, 2025	Change
Release of subsidies	4	4	0
Dividend income	9	4	- 5
Reversal of impairment of investments	1 394	7 975	6 581
Release of provisions	134	57	- 77
Others	18	5	- 13
Other revenues total	1 560	8 044	6 485
Land and building tax	340	340	0
Investment impairment	1 650	4 175	2 525
Write-off, impairment	0	2	2
Compensation for accident damages	0	0	0
Provisions for projected liabilities	8	7	-1
Accident compensation	0	0	0
Release of provisions	24	10	- 14
Subsidies	10	22	12
Others	2 033	4 556	2 524
Other expenditures total	- 473	3 488	3 961
Other revenues and expenditures total, net	4	4	0

The balance of other revenues and expenditures increased by HUF 3961 million, due to the HUF 6,581 million increase in other income related to real estate sales and the increase of the other expenditures by HUF 2 524.

2.4. Financial income

The revenue from financial operations amounted to a profit of HUF 37 million in 2025, of the following items:

Figures in million HUF

	31 December, 2024	31 December, 2025	Change
Accrued interest income	0	0	0
Interest income received	50	90	40
Other financial revenues	0	23	23
Financial income total	50	112	63
Accrued interest expenditure	0	0	0
Interest expenditure paid	33	32	-1
Other financial expenditures	119	43	-76
Total financial expenditures	152	76	-76
Total financial income and expenditures, net	-102	37	139

2.5. Profit/Loss of reporting year and taxation

As a result of the increase by HUF 2 953 million of the operating profit and the increase by HUF 139 million of the total financial income and expenditures, the pre-tax profit increased by HUF 3 092 million.

Tax expenditures increased by HUF 288 million, whereas corporate tax increased by HUF 310 million, the deferred tax decreased by HUF 10 million. The local taxes decreased by HUF 12 million.

The Board of Directors of the Rába Group receives quarterly information from the management of the group about any deviations from the current business plan.



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At its meeting on December 4, 2025, the Board of Directors of Rába Group approved the Company's 2026 business plan and strategic outlook for 2027-2029.

3. Asset situation

3.1. Invested assets

The net value of the invested assets of RÁBA Plc. at the end of 2025 amounted to HUF 14 653 million, HUF 4 332 million less than the figure for the previous year. The amount of fixed assets was HUF 3 588 million, it was a decrease by HUF 60 million compared to 2024. The value of intangibles was HUF 58 million, it was an increase by HUF 17 million over last year's figure.

The amount of other long-term assets increased by HUF 25 million.

39 per cent of invested assets is the investment into subsidiaries.

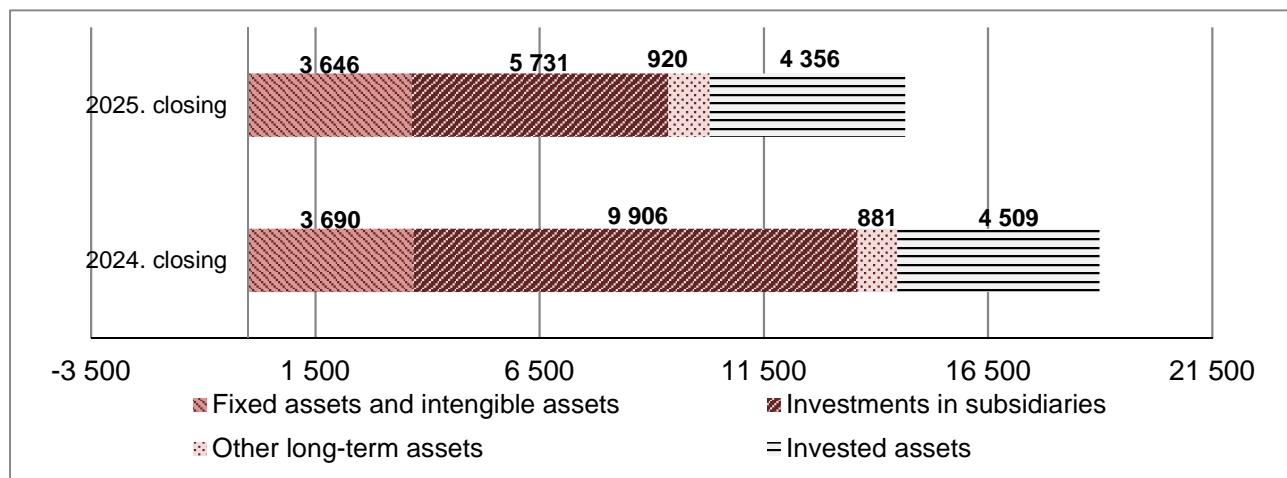
The value of investment properties decreased by HUF 153 million, which includes a reclassification of HUF 3,768 million.

On December 31, 2025, investments changed compared to the previous year as follows:

Figures in million HUF

Subsidiary investments	Book value 31 December, 2024	Book value 31 December, 2025
Rába Axle Ltd.	7 362	3 519
Rába Automotive Components Ltd.	780	780
Rába Vehicle Ltd.	776	776
REKARD LLC.	988	656
Total	9 906	5 731
Other investments	205	205
Other long-term assets		
Receivables from the sale of assets	0	0
Receivables from additional payments	848	874
Total	848	874

Breakdown of assets invested





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The ratio of assets invested vs. current assets was as follows during the reporting year vs. the base year: (in per cent):

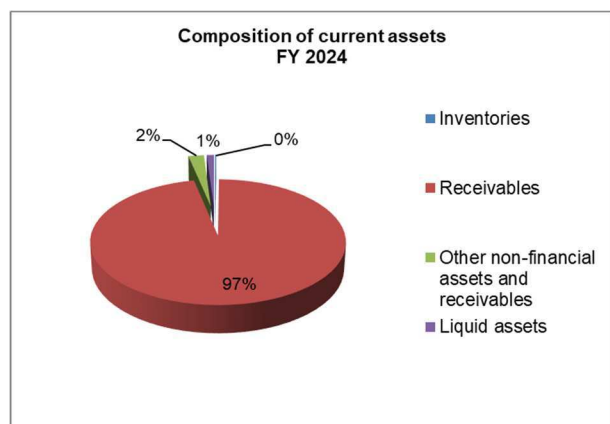
Group of assets	31.12.2024	31.12.2025
Invested assets	80.9	52.6
Current assets	19.1	47.4
Total assets	100	100

3.2. Changes in current assets

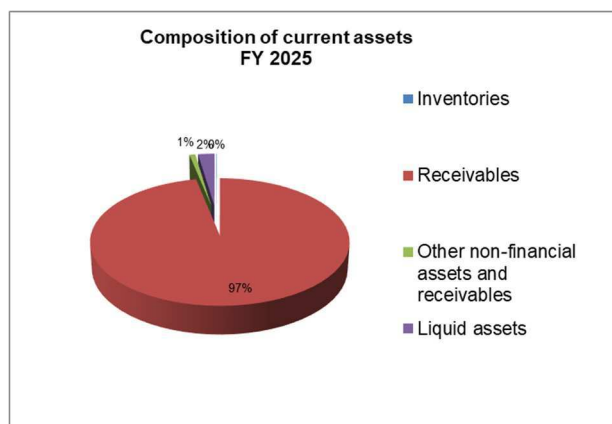
The internal composition of current assets is shown by the following chart and graph, based on the aggregated balance sheet items (in million HUF).

Group of assets	31.12.2024	31.12.2025
Inventories	8	8
Receivables	4 328	12 787
Other non-financial assets and receivables	101	113
Liquid assets	47	312
Total current assets	4 484	13 219

Composition of current assets, Year 2021



Composition of current assets, Year 2022



The ratio of receivables increased by HUF 8 459 million, while the liquid assets increased by 570 per cent.

3.3. Changes in liabilities

The composition and changes in liabilities is shown by the following figures:

Group of liabilities	31.12.2024	31.12.2025
Shareholders' equity	75.5%	75.8%
Provisions	0.7%	1.0%
Liabilities	23.6%	23.1%
Other long-term liabilities	0.2%	0.1%
Total liabilities	100.0%	100.0%



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The composition of liabilities changed as follows, with a increase by HUF 4 403 million:

Figures in million HUF

Group of liabilities	31.12.2024	31.12.2025
Shareholders' equity	17 713	21 114
Provisions	171	276
Financial liabilities, Trade and other liabilities	5 118	6 275
Other long-term liabilities	422	167
Total liabilities	45	40

Within liabilities, the amount of shareholders' equity increased by HUF 3 401 million, as a profit of HUF 3,401 million was generated in the reporting year.

The registered capital of the Company consists of 13 473 446 registered, dematerialised common shares of a nominal value of HUF 1000 each, which has not changed since the previous year.

3.4. Financial position and liquidity

The financial position and liquidity of the Company on December 31, 2024 and 2025 is indicated by the following financial indicators.

Indicator	2024	2025
Cash liquidity indicator =(Liquid assets/Short-term liabilities)	0.82	4.68
Quick ratio =(Current assets - Inventories) /Short-term liabilities	79.15	198.35
Liquidity ratio = (Current assets/Short-term liabilities)	79.29	198.46
Net working capital (MHUF) =(Current assets – Short-term liabilities)	-1 171	6 558

Both current asset and short-term liabilities increased, the former to a greater extent.

3.5. Changes in asset situation and capital structure

Indicators illustrating the asset situation and the capital structure:

Indicator	2024	2025
Ratio of long-term invested assets % = Invested assets/Total assets	80.9	52.6
Coverage of assets invested % = (Shareholders' equity /Invested assets)	93.3	144.1
Level of indebtedness % = (liabilities/shareholders' equity)	32.5	32.0
Capital adequacy ratio % = (Shareholders' equity/Total liabilities)	75.5	75.8

The level of indebtedness decreased slightly due to a higher increase in equity.



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3.6. Changes in profitability

Indicators illustrating changes in profits:

Indicator	2024	2025
Return on equity % =After-tax profit /Shareholders' equity	3.5	16.1
Return on assets % = After-tax profit /Total assets	2.5	12.2
Return on sales % = After-tax profit /Net sales revenue	13.8	78.8

The performance indicators developed more favorably due to the higher result in the current year compared to the lower result in the previous year.

4. Research-development

RÁBA Plc. does not engage in research and development activities of its own.

5. Human resource management

Among the processes supporting operations, human resource management plays a strategic role. The primary goal of the HR strategy is to implement a value based human resource policy aligned with the vision of the Company. As a company delivering complex engineering solutions and products, carrying out tasks of high added value is of key importance for Rába.

Upon appointing its managers, the Company prioritises professional expertise, high level human and managerial competences, comprehensive business experience and reliability. At the same time, we are committed to take effective corporate operational measures to ensure diversity. It is also important to note that as a publicly held joint stock company, company executives and board members are appointed by the shareholders and their election is the sole competence of the general meeting of shareholders, over which Rába Plc. has no material discretion.

Pursuant to the Articles of Association of RÁBA Plc., the plc operates a 3-7-member Board of Directors and a 3-member Supervisory Board. In 2025, the Board of Directors had 7 members of which 2 were female members, whereas the Supervisory Board had 3 members, without a female member. The management of RÁBA Plc. had 4 members of whom 2 were women in 2025.

Recruitment and selection of new employees is done solely on the basis of job competences. In line with the act on the protection of personal data (GDPR), the Company only obtains and keeps data of bidders and employees as called for by the regulations or that are essential for the efficient operation.

Rába, as a responsible employer, views diversity, respectful thinking and action as determining factors of its success and identifies with these principles. Employment is based on requirement subject to equal treatment, preventing and impeding discrimination of employees, refraining from any behaviour that could result in discrimination, reprisal, harassment or unlawful separation against individual employees or groups of employees. Rába endeavours to make decisions based on performance, qualifications, and other, work-related factors. By being an equal opportunity employer, the company ensures increased innovation, recruitment and retention of employees and quality services offered to customers, in a positive, inspiring environment. To this end, measures taken to promote equal opportunities, as well as the behaviours to be followed are set in a separate, regularly updated plan. Employees are expected to take a firm stance against any form of discrimination, and not to disseminate any documents or stories that may hurt the dignity of others.



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RÁBA Plc. operated with an average headcount of 61 people in 2025, which is a decrease of 5 people compared to 2024.

Personnel costs changed as follows (in million HUF):

	31 December, 2024	31 December, 2025
Wages and salaries	736	989
Wage contributions	117	156
Other personnel expenditures	154	154
Personnel expenditures total	1 006	1 298

6. Risk management policy

The Company devised its risk management policy to ensure that risks affecting the Company are identified and analysed, risk limits and controls are established and their enforcement is monitored. The risk management policy and systems are regularly reviewed by the Company to ensure they adequately reflect the changes in market conditions and in the activity. Through management standards and regulations, the Company strives to establish a disciplined and constructive control environment, in which all employees are fully aware of their role and responsibilities.

Management has a well-devised credit policy at group level and credit risks are monitored on a continuous basis.

Interest risks manifest in the interest conditions of financing are managed in the course of the financing activity, in an integrated fashion at group level, resulting in a balanced ratio between transactions of fixed and variable interest rates.

The Rába group operates a cash-pool system in order to improve the efficiency of cash management and to reduce financing risks, thus optimising available liquid assets.

The Group manages liquidity and cash-flow risks through the qualification system for accounts receivable and accounts payable.

A considerable portion of the Company's receivables and liabilities are towards its subsidiaries. The subsidiaries are 100% RÁBA Plc. owned, thus allowing direct control over these investments.

7. Other

7.1. RÁBA Plc., as an issuer on the stock exchange

The registered capital of RÁBA Plc. is made up of 13 473 446 pieces of registered, dematerialised common shares with a nominal value of HUF 1 000 each, which entitle their holders to earn the dividend announced periodically and to one vote per share at the General Meeting of Shareholders of the Company.

RÁBA Plc. does not have any participations affording any special control rights.

Rába's shares are listed on the Budapest Stock Exchange, accordingly, Rába follows the corporate governance principles and the related statutory regulations established in Hungary. The shares of the Company are freely transferable.

Rába's disclosure policy follows the provisions of the law, the rules of the Budapest Stock Exchange and of the disclosure rules set forth in the Company's Statutes. Information is published, pursuant to the provisions of the Statutes, on the website of the Company (www.raba.hu), as well as on the official electronic website of the Budapest Stock Exchange, as well as on the Capital Markets publication system operated by the National Bank of Hungary.



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7.2. Ownership structure and ownership stakes in 2025

Description of ownership	Total equity					
	Beginning of reporting year (01 January)			End of period (31 December)		
	% ²	% ³	Pcs	% ²	% ³	Pcs
Domestic institutional/corporate	23,31	23,52	3 140 212	22,72	22,93	3 061 644
Foreign institutional/corporate	4,34	4,38	585 232	4,03	4,06	542 435
Foreign private individual	0,07	0,07	9 253	0,07	0,07	9 010
Domestic private individual	16,89	17,04	2 275 632	17,82	17,98	2 400 572
Employees, leading officials	0,04	0,04	4 996	0,01	0,01	1 664
Treasury shares	0,90		120 681	0,90		120 681
Shareholder forming part of general gov- ernment ⁴	54,46	54,95	7 337 440	54,46	54,95	7 337 440
International Development Institutions ⁵	0,00	0,00	0	0,00	0,00	0
Other ⁶	0,00	0,00	0	0,00	0,00	0
TOTAL	100,00	100,00	13 473 446	100,00	100,00	13 473 446

¹If the listed series equals the total share capital and it is indicated, there is no need to fill it in. If more than one series are listed at the Stock Exchange, the ownership structure must be specified for each series.

² Ownership ratio

³ Voting right ensuring participation during the decision-making process at the general meeting of shareholders of the issuer. If the ownership ratio and the voting right are the same, only the column regarding the owner needs to be filled in/published while stating such fact.

⁴ E.g.: MNV Zrt., Social Security, Local Government, 100% state-owned companies, etc.

⁵ E.g.: EBRD, EIB, etc.

Shareholders with a stake exceeding 5% (December 31, 2025)

Name	Quantity (pcs)	Share (%)
N7 Holding Nemzeti Védelmi Ipari Innovációs Zrt. (National Defence Industry Innovation Ltd.)	7 321 140	54.34
Foundation for Széchenyi István University	2 694 689	20.00
Total	10 015 829	74.34

8. Consolidated Sustainability Report

In accordance with legal requirements, RÁBA Plc. and its subsidiaries are preparing a consolidated Sustainability Report ("non-financial report") for the 2025 business year. This consolidated Sustainability Report contains sustainability information for all member companies of the Rába Group, thus the subsidiaries are exempted from preparing an individual sustainability report by law.

The place of publicize of the consolidated Sustainability Report as part of the consolidated annual report of RÁBA Plc are: the official website of Budapest Stock Exchange, the capital market publication system operating by the Central Bank of Hungary and the website of the Company.

9. Events after the closing date

With regard to the common shares issued by RÁBA Plc., following the disposal of the 54.34% stake held by N7 Holding National Defense Industrial Innovation Plc. and the 20% stake held by For the Széchenyi István University Foundation, through the transaction completed on 5 January, 2026, 74.34 per cent of the RÁBA shares became the property of 4iG SDT EGY Zrt., a member company of the 4iG group. As a result of the transaction, the majority state shareholding in Rába Plc. ceased to exist. Rába shares will remain traded on the Budapest Stock Exchange, with an unchanged free float of 25.66 percent.

At its meeting held January 26, 2026, as of that date, the extraordinary general meeting of shareholders of RÁBA Plc. recalled from the Board of Directors Béla Hetzmann, Éva Lang-Péli, Dr. Nóra Csüllög, Csaba Majoros, Dániel Emánuel Mráz, Dr. Károly Szász and Dr. Tibor Szabó-Szombati, as



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well as Endre Vojtek and Dr. Ferenc Antal and Dr. Sándor József Szabó from the Supervisory (and Audit) Committee, and subsequently elected as chairman of the Board of Directors Dr. István Sárhegyi and to members of the Board of Directors Gergely Sántha, Orsolya Földi, Béla Hetzmann, Tamás Szabó, Balázs Várnai and to the Supervisory (and Audit) Committee Dr. Zoltán Lajos Pafféri as chairman, and Dr. Csaba Vezekényi and Dr. Ildikó Rózsa Tóth as members.

Pursuant to the decision of the Board of Directors of RÁBA Plc., as of January 31, 2026, Béla Hetzmann ceased to be chief executive officer of RÁBA Plc. As from February 1, 2026, the chief executive officer of RÁBA Plc., is Tamás Szabó, a member of the Board of Directors of RÁBA Plc.

Due to the prolonged absence of Éva Lang-Péli, as from February 1, 2026, she is no longer deputy CEO of RÁBA Plc., as from February 1, 2026, Péter Vágvolgyi is the CFO of RÁBA Plc.

On March 2, 2026, 4iG SDT EGY Plc. has made a public takeover bid for all ordinary shares of RÁBA Plc. issued by the Company which has not yet decided on the approval of the Takeover bid by the Central Bank of Hungary as the Supervisory Authority. The Offeror informed the Company that the purchase of the shares requires the conduct of a competition supervision procedure Győr, 19 March, 2025

Győr, March 31, 2026

Tamás Szabó
CEO

Péter Vágvolgyi
Chief Financial Officer



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RÁBA Plc.

Sustainability report 2025

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INTRODUCTION

As the CEO of RÁBA Automotive Holding Plc., appointed in February 2026, I would like to welcome you to the Company's 2025 Sustainability Report.

The year 2025 was a pivotal period in Rába's history in more than one respects, marked by the strong presence of both the preparation of strategic initiatives affecting the company's operations and the further consolidation of long-term development directions. In addition to maintaining operational stability, increasing efficiency, strengthening the foundations of competitiveness, and promoting organizational and technological developments were also given priority.

Sustainability is an integral and defining element of Rába's operation, present not as a stand-alone area but as a mindset integrated into corporate decision-making. This approach ensures that economic, environmental, and social considerations are present side-by-side at every level of operation, from strategic planning to day-to-day operational decisions.

The 2025 Sustainability Report is the Company's second report on this topic, reflecting the continuation of a deliberately structured and consistently improved sustainability framework. Efforts to reduce emissions, investments aimed at increasing energy efficiency, and the development of a responsible supply chain all contribute to ensuring that Rába's operation are based on sustainable foundations in the long term.

Sustainability is no longer merely a corporate objective but a fundamental prerequisite for the operation, increasingly defining industry expectations and the parameters of competitiveness. Accordingly, Rába's commitment remains unchanged: we operate in accordance with the principles of environmental responsibility, social value creation, and transparent, responsible corporate governance, and we build our long-term development trajectory upon these foundations.

The results achieved in 2025—improved energy efficiency, optimized production processes, and the consistent implementation of emission reduction measures—all demonstrate that sustainability goals permeate our entire operation. At the same time, we place special emphasis on employee safety, ensuring a healthy and predictable work environment, and strengthening professional development opportunities, which are the fundamental pillars of our nearly 130-year-old corporate culture.

The purpose of this report is to provide a comprehensive and credible overview of RÁBA Automotive Holding Plc.'s sustainability performance and achievements in 2025, and future commitments, as well as to reinforce the strategic direction that can ensure the company's sustainable development in the long term as well.

Tamás Szabó

CEO

RÁBA Automotive Holding Plc.

GENERAL INFORMATION

BP-1. – General Basis for Preparing the Sustainability Statement

This section of the Sustainability Report presents the structure and governance of RÁBA Plc. and its subsidiaries (hereinafter: Rába, the Company, the Group of Companies). It outlines the strategy and describes the impacts, the risk management system, and the way in which opportunities are managed.

With regard to the consolidated Sustainability Report, Rába declares that the scope of consolidation is the same as that of the financial statements.

The Group of Companies does not avail itself of the exemption provided for in paragraph (3) of Article 19a and paragraph (3) of Article 29a of Directive 2013/34/EU.

The Sustainability Report also addresses the impacts, risks, and opportunities identified in the upstream and downstream value chains, in addition to those identified for the Group of Companies. The metrics encompass those pertaining to the upstream value chain and to the Group of Companies. Where the value chain is not specifically emphasized, only information pertaining to the Group of Companies is provided. In the second year of Rába's sustainability reporting under the ESRS, similar to the first year, all necessary information regarding the upstream and downstream value chains was not available. The due diligence process details the steps taken to obtain information regarding the upstream and downstream value chains: [here](#)

The Company was unable to obtain all the information necessary for a full due diligence, but in the future, by further improving the due diligence process, it will strive to collect all the information necessary for a full due diligence from its partners.

Certain policies, objectives, and measures applicable to the Company were primarily formulated for the Group of Companies, but in some cases they also affect the upstream and downstream value chains.

When disclosing information on policies, measures, and objectives in accordance with ESRS 2 and other ESRSs, the Group of Companies limits information regarding the upstream and downstream value chains to data available internally. It utilizes data and information already available. This information does not originate exclusively from the value chain assessment but also includes other data obtained from work conducted during the year in conjunction with the value chain. The data was used only if its accuracy met the requirements of the ESRS.

When disclosing metrics, due to a lack of information, the Company does not provide all mandatory disclosure data regarding the upstream and downstream value chains.

The Company did not use the opportunity to omit any specific information corresponding to intellectual property, know-how, or innovation results. However, the Sustainability Strategy has been classified as strictly confidential within the Company. The Group of Companies exercises the option to treat the investments included therein as trade secrets and does not share further data regarding them. The presentation of the Sustainability Strategy in the transition plan chapter constitutes an excerpt of the full strategy. Key emission metrics and CAPEX figures are presented in accordance with the ESRS.

Act C of 2000 on Accounting requires the Company to prepare the consolidated Sustainability Report in an electronic reporting format (XHTML). Given that the ESEF taxonomy for sustainability reports has not yet been adopted, Rába was unable to label the disclosures in the Sustainability Report.

Presentation of the Group of Companies

RÁBA Automotive Holding Plc.'s legal predecessor was established in 1896. In the course of its history, the group became a corporation known throughout the world for its production of road and offroad vehicles, main parts and components. Key milestones of its recent history include:

- Transformation into a joint-stock company (1. January, 1992.)
- Listing of the company's shares (17. December, 1997.)

RÁBA Plc. is a publicly traded corporation registered in Hungary by the Court of Registration of the Győr Regional Court. Rába's shares are listed in the "Premium" category of the Budapest Stock Exchange (BÉT). Since the listing of the company's shares on the Budapest Stock Exchange, investors have also kept a close eye on the company's financial performance.

RÁBA Plc.'s consolidated financial statements include the interests of RÁBA Plc. and its subsidiaries. The core business of the Rába Group is the manufacturing of automotive components, primarily axles and chassis.

The registered offices of the member companies belonging to the Group are:

RÁBA Plc., Rába Axle Ltd., Rába Automotive Components Ltd., and Rába Vehicle Ltd.: 9027 Győr, Martin út 1.

REKARD LLC.: 9027 Győr, Kandó Kálmán utca 5.

Branches and offices of the Group's member companies are located at:

9027 Győr, Martin út 1. (Rába Axle Ltd., REKARD LLC.)

9027 Győr, Reptéri út 14. (Rába Axle Ltd.)

9027 Győr, Reptéri út 16. (Rába Axle Ltd.)

9600 Sárvár, Ipartelep utca 6. (Rába Axle Ltd., Rába Automotive Components Ltd.)

8060 Mór, Ipartelep (Rába Automotive Components Ltd.)

8060 Mór, Velegi út 2. (Rába Automotive Components Ltd.)

Rába Automotive Components Ltd. also provides logistical services at its online facility in Esztergom (2500 Esztergom, Amp út 2.).

There were no changes in 2025 compared to 2024 in the number and structure of the subsidiaries belonging to the Group of Companies. The situation is similar with regard to the value chain, as well.

Among the Group's associates, joint ventures, unconsolidated subsidiaries (investment entities), and contractual agreements under joint arrangements organized through non-legal entities, Gidrán Armored Vehicles Ltd. is noteworthy. However, the company did not engage in any activities in 2025 either, so its data has not been presented for lack of activity.

The Rába Group

The Group operates under a holding structure. RÁBA Plc. manages the Rába Group, which is one of Hungary's largest leading automotive groups. The Rába Group's effective integration is largely due to the successful coordination of its member companies' operations. The Rába Group consists of the parent company RÁBA Plc., and the wholly-owned subsidiaries Rába Axle Ltd., Rába Automotive Components Ltd, Rába Vehicle Ltd and REKARD LLC.

The real estate at the Győr site are owned by RÁBA Plc. and Rába Axle Ltd., Rába Vehicle Ltd and REKARD LLC. lease the properties necessary for their operations. Rába Automotive Components Ltd. conducts its activities in Mór and Esztergom partly in properties leased from the parent company, partly in properties it owns, and partly in properties leased from third parties.

RÁBA Plc. performs asset management tasks and provides management, support, and oversight services. At the subsidiaries, the management of RÁBA Plc. performs the managerial functions related to finance, human resources, strategic procurement, sales, controlling, IT, and investments. The subsidiaries engage in automotive manufacturing activities. The companies share the same values, both in terms of environmental protection and in human resources policy, as well as in terms of ethical values, and business and internal relations. RÁBA Plc.'s group-level regulations defining these values apply to all member companies.

Activities of the Subsidiaries

Rába Axle Ltd.

The company's main profile is the manufacturing of rigid and driven front and rear axles for on- and off-road commercial vehicles with a load capacity of 3 to 16 tons, as well as of various axle assemblies, and their components. The products of the tool manufacturing and surface treatment divisions are largely used in the end products of the main business, but are also sold directly to the extent that

spare capacity allows. In addition, the company also manufactures vehicle frame structures, chassis, and other welded steel structural components.

Production takes place at two sites, in Győr and Sárvár.

Rába Automotive Components Ltd.

Rába Automotive Components Ltd. brings together the group's component and subassembly manufacturing plants into a single organizational unit, which has extensive experience in the production of passenger car and commercial vehicle seats and components. The Mór site manufactures passenger car seat components as well as commercial vehicle seats and seat components. Passenger car seat components account for a significant portion of the market. The Esztergom on-line plant provides logistical services ("just-in-sequence" delivery).

Rába Vehicle Ltd.

The main activity of Rába Vehicle Ltd. is the sale of military spare parts and customer service repairs. In addition, it carries out project-based superstructure activities for third parties.

Within the company, the Rába Development Institute conducts technological development activities.

In December 2023, Rába Vehicle Ltd. acquired a 49% stake in Gidrán Armored Vehicles Ltd. The joint venture currently does not engage in manufacturing activities either.

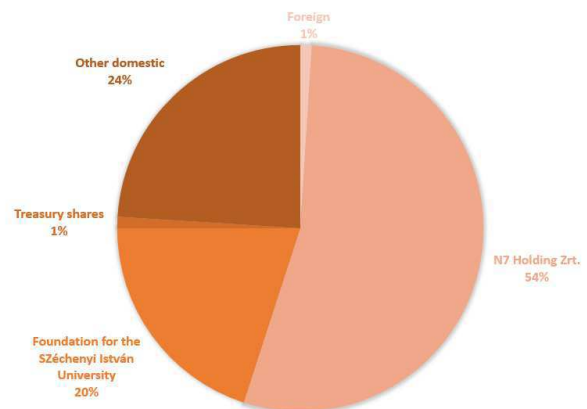
REKARD LLC.

REKARD LLC. manufactures engines and drivetrain components. Its primary market is agricultural machinery manufacturing, but it is also active in the production of power transmission components for construction equipment and axle parts. Its technological capabilities include: metal machining (turning, milling, gear cutting), heat treatment, assembly and painting.

RÁBA Plc. as a publicly listed company

RÁBA Plc. has no holdings offering special control rights. RÁBA's shares are publicly traded on the Budapest Stock Exchange. A RÁBA Nyrt-nek nincsenek különleges irányítási jogokat biztosító részesedései. A Rába részvényei a Budapesti Értéktőzsdén vannak nyilvános forgalomban. The Company's shares are freely transferable.

In its disclosure policy, RÁBA Plc. applies the disclosure rules defined in the relevant regulations, the Rules of the BÉT and the Statutes of the Company. The information is published, as per the Statutes of the Company, on the Company website (www.raba.hu), on the official electronic website of the BÉT (www.bet.hu), as well as on the Capital Market disclosure system operated by the National Bank of Hungary (www.kozzetetelek.mnb.hu).



Shareholders holding a stake exceeding 5% (31.12.2025.)

Name	No. of shares (pcs)	Ownership ratio (%)
N7 Holding Nemzeti Védelmi Ipari Innovációs Zrt	7 321 140	54.34
Foundation for the Széchenyi István University	2 694 689	20.00
Total	10 015 829	74.34

With regard to the common shares issued by RÁBA Plc., following the disposal of the 54.34% stake held by N7 Holding Nemzeti Védelmi Ipari Innovációs Zrt. and the 20% stake held by the Széchenyi István Egyetemért Alapítvány (Széchenyi István University Foundation), through the transaction completed on January 5, 2026, 74.34 per cent of the RÁBA shares became the property of 4iG SDT EGY Zrt., a member company of the 4iG group. As a result of the transaction, the majority state shareholding in RÁBA Plc. ceased to exist. Rába shares will continue to trade on the Budapest Stock Exchange, with a free float of 24.76 percent and 0.9 per cent owned by Rába.

BP-2. – Disclosures in relation to specific circumstances

Time horizons

The Group of Companies uses the following time horizons in the Sustainability Report:

Short-term: – less than one year

Medium-term – 1-5 years

Long-term – period until 2050

The reason for such definition Group of Companies adjusted the time horizons to the definition of the goals set by the Paris climate treaty.

Sources of the estimate and uncertainty of the result

The sustainability strategy prepared and adopted by the Group of Companies contains considerable assumptions for the future. The viability of future business plans (specifically production) and of the related sustainability plans is largely dependent upon economic circumstances.

In calculating greenhouse gas emissions based on Scope 3 considerations, downstream and upstream value chain due diligence data did not contain any information on the raw materials supplied, or on the subsequently life of the products installed. Thus, the calculation, using the opportunities provided by the GHG standard, was given by the Group based on industry standards. The explanation for these can be found here: [here](#)

Within the metrics and amounts disclosed, the Company did not identify any beyond the previous point that would result in substantial measurement uncertainty.

Changes in the preparation and presentation of sustainability information

There were no changes in the preparation and presentation of sustainability information in 2025 compared to the previous year.

Reporting errors in prior periods

In the previous year, the Group of Companies did not perform data reporting on wastes, an omission to be remedied this year based on the information available and will present [here](#) as opening comparative data.

Regarding the 2024 reporting period, the Company discovered computing error on one instance. Among the Scope 3 downstream information, in 2024 under use of sold product, certain product data, on which the calculation is based, are given in gross weight, while others are given in net weight. This resulted in calculation inaccuracies and the output presented exceeds the actual figure. The error has been fixed for the 2025 figures and all products sold, on which the calculation is based, are shown using the net weight. Net weights for 2024 are not available, thus the data cannot be presented retroactively.

The group-level disclosure for GHG-intensity includes the CO₂ equivalent in metric tons of all GHG emissions for the net sales revenue. The GHG intensity was calculated in 2024 using both the location-based and the market-based approaches. Sales revenue means consolidated net sales. For 2024, a calculation error occurred, since in error, the sales revenue was divided by the output rather than vice versa. The calculation is hereby corrected by the Group of Companies:

Year 2024.

GHG intensity based on net sales, using the location-based approach:

370 229: 57 736 215=0,0064124224 CO₂e/thousand HUF of sales revenue

GHG intensity based on net sales, using the market-based approach:

370 228: 57 736 215=0,0064124051 CO₂e/ thousand HUF of sales revenue

Disclosures stemming from other regulations or generally accepted reporting documents

In preparing its Sustainability Report, when performing the due diligence of its supply chain, the Company used the questionnaire as per At CVIII of 2023 laying down the rules of corporate social responsibility taking into account environmental, societal and social considerations to promote sustainable finance and unified corporate responsibility, and amending certain related Acts.

The Company does not intend to disclose any other requirements pertaining to unique circumstances.

Incorporation by reference

The following table provides an overview of the ESRS disclosures-related information the Company has incorporated with reference to either other sections of this Sustainability Report or to other company documents.

Disclosure requirement	Reference
ESRS 2 GOV-1	RÁBA Plc. Articles of Association and Rules of Procedures of its bodies
E1-2	Environmental Policy
E5-1	Supplier Code of Conduct
E5-1	Environmental Policy
S1-1	Code of Business and Ethical Conduct
S1-1	Equal Opportunities Plan
S1-1	Remuneration Regulation and Policy
S1-1	Internal Employer Whistleblowing System
S1-3	Internal Employer Whistleblowing System
S1-2	Equal Opportunities Plan
S2-1	Supplier Code of Conduct
G1-1	Code of Business and Ethical Conduct
G1-1	Human resources development
G1-1	Employee training
G1-2	Supplier Code of Conduct

Disclosure requirement	Reference
ESRS 2 BP-1	ESRS 2 GOV-4
ESRS 2 BP-2	E1-6
ESRS 2 GOV-3	E1 ESRS 2 GOV3
ESRS 2 GOV-4	E5 ESRS 2 IRO-1
ESRS 2 SBM-1	S1-4
ESRS 2 SBM-1	E1-1
ESRS 2 SBM-1	ESRS 2 SBM-3
ESRS 2 SBM-1	E5-2
ESRS 2 SBM-1	ESRS 2 SBM-2
ESRS 2 SBM-1	S1-6
ESRS 2 SBM-3	E1-1
ESRS 2 SBM-3	E2 ESRS 2 IRO-1
ESRS 2 SBM-3	E5 ESRS 2 IRO-1
ESRS 2 SBM-3	S1 ESRS 2 SBM-3
ESRS 2 SBM-3	G1 ESRS 2 IRO-1
ESRS 2 MDR-P	E1-2
ESRS 2 MDR-P	E2-1
ESRS 2 MDR-P	E5-1
ESRS 2 MDR-P	S1-1
ESRS 2 MDR-P	G1-1
ESRS 2 MDR-A	E1-3
ESRS 2 MDR-A	E2-2
ESRS 2 MDR-A	E5-2
ESRS 2 MDR-A	S1-4
ESRS 2 MDR-M	E1-1
ESRS 2 MDR-M	E1-5
ESRS 2 MDR-M	E5-2
ESRS 2 MDR-M	E5-4
ESRS 2 MDR-M	E5-5
ESRS 2 MDR-M	S1-2
ESRS 2 MDR-M	S1-6
ESRS 2 MDR-M	S1-10
ESRS 2 MDR-M	S1-13

Disclosure requirement	Reference
ESRS 2 MDR-M	S1-14
ESRS 2 MDR-M	G1-4
ESRS 2 MDR-M	G1-6
ESRS 2 MDR-T	E1-4
ESRS 2 MDR-T	E5-3
ESRS 2 MDR-T	S1-5
E1-1	E1-4
E1-1	E1-6
ESRS 2 SBM-3	E2 ESRS2 IRO-1
E1-6	ESRS 2 BP-2
E2 ESRS2 IRO-1	ESRS2 IRO-1
E2 ESRS2 IRO-1	ESRS 2 SBM-2
E2-1	ESRS2 IRO-1
E2-2	E1-3
E2-2	ESRS 2 MDR-A
E5-1 ESRS 2 IRO-1	ESRS 2 IRO-1
E5-1	E5-2
E5-2	ESRS 2 MDR-A
E5-3	ESRS 2 MDR-T
S1-6	S1-4
G1 ESRS 2 GOV-1	ESRS 2 GOV-1
G1-1	S1-1
G1-1	G1-3
G1-1	ESRS 2 SBM-3
G1 ESRS 2 GOV-1	ESRS 2 GOV-1
G1-1	S1-1
G1-1	G1-3
G1-1	ESRS 2 SBM-3
G1 ESRS 2 GOV-1	ESRS 2 GOV-1
G1-1	S1-1
G1-1	G1-3
G1-1	ESRS 2 SBM-3

GOV-1. – The role of the administrative, management and supervisory bodies

RÁBA Plc. is a publicly traded corporation registered in Hungary by the Court of Registration of the Győr Regional Court. The primary market for Rába's shares is the Budapest Stock Exchange (BÉT). Accordingly, Rába adheres to the corporate governance principles established in Hungary and the relevant statutory requirements. In its past and future activities, RÁBA Plc. always strives to implement a high-quality, modern corporate governance structure and practice in order to meet domestic and international expectations. The primary objective of the corporate governance system is to recognise the interests and perspectives of RÁBA Plc.'s shareholders and those involved in the Company's operations. This ensures that the Company creates the greatest possible value for its owners and society.

Corporate governance documents

Detailed rules pertaining to the duties, powers, and operations of the Company's governing bodies, as well as to the manner in which shareholder' rights are exercised, are set forth in the Statutes of RÁBA Plc. and the rules of procedures of the respective bodies, which are available on the Company's [website](#).

In its Corporate Governance Report, RÁBA Plc. reports on the one hand, on the corporate governance practices it applied during the given fiscal year, and, on the other hand, declares its compliance with the recommendations and suggestions set forth in the specific points of the Corporate Governance Recommendations issued by the Budapest Stock Exchange Plc., as well as the reasons for deviations, if any. The Corporate Governance Report, available on the Company's website, is approved by the General Meeting of Shareholders each year.

Sustainability in corporate governance

Sustainability topics increasingly permeate both strategic decisions and everyday operations. The Group of Companies is currently also engaged in the definition and assignment of the tasks and responsibilities related to the individual sustainability issues and in the development of decision-making mechanisms.

General Meeting of Shareholders

The supreme body of RÁBA Plc. is the General Meeting of Shareholders, comprised of all shareholders. A shareholder is entitled to exercise shareholder's rights vis-à-vis the Company, if he or she is registered in the Company's share registry and can prove his or her shareholder status with a certificate of ownership. The voting and ownership rights of the Company's shareholders are equal—one share equals one vote. Treasury shares held by the Company do not confer voting rights. Shareholders are entitled to the portion of the net profit allocated by the General Meeting of Shareholders in proportion to their shares, i.e., to dividends. Those who are listed in the Company's share registry on the record date specified in the resolution of the General Meeting of Shareholders deciding on the dividend payment, are entitled to the dividend. The right to claim an unclaimed dividend expires five years after the dividend becomes due.

The General Meeting of Shareholders also decides about the adoption of the Sustainability Report.

Board of Directors

The Board of Directors is the executive body of RÁBA Plc. The Board of Directors is not an operational management body and does not participate in the Company's day-to-day operations. It makes decisions and acts on all matters related to the management and business operations of the Company, which, pursuant to the Company's Statutes or applicable law, do not fall within the exclusive jurisdiction of the Company's General Meeting of Shareholders or other corporate bodies. The number of members of the Board of Directors of RÁBA Plc. was seven in 2025. The Chairman and members of the Board of Directors are elected by the General Meeting of Shareholders for a fixed term of up to five years. Members of the Board of Directors may be recalled from office at any time without cause and may be re-elected after the expiration of their term. The term of office of each member of the Board of Directors lasts until the date specified in the resolution of the General Meeting of Shareholders deciding their election.

In 2025, the Board of Directors decided about the adoption of the Sustainability Strategy as part of the business strategy.

Management

The operational management of the Rába Group is performed by the management of the company. In Rába Plc., the chief executive officer, the deputy CEO, the sales director, the HR director, as well as the managing directors of the subsidiaries, at group level are members of the management.

The management makes decisions regarding day-to-day operational sustainability matters.

Chief Executive Officer

The Chief Executive Officer of RÁBA Plc. is elected by the Board of Directors for an indefinite period of time. The Board of Directors exercises fundamental employer's rights over the CEO, sets performance targets and the related compensation and exercises other employer's rights. Within the scope of exercising employer's rights, the Board plays a key role with regard to the "S" pillar of sustainability.

Relationship between the Board of Directors and the Management

Members of the management can attend, on a case-by-case basis, the ordinary and extraordinary meetings of the Board of Directors. The management reports to the members of the Board of Directors on a quarterly basis, informing them about the business of the Group of Companies, highlighting the differences in performance compared to the base period and the values defined in the business plan. For major changes affecting the business of the Group of Companies and projects digressing from the business plan, the management provides the Board of Directors with ad-hoc assessments.

Both the Board of Directors and the management have the skills and expertise necessary to oversee matters related to sustainability. Their members are experienced leaders who have the necessary understanding of the individual sustainability issues. Their experience encompasses production, production development, as well as the entire production portfolio of the Company and an understanding of both domestic and international market relations. Additionally, the Group of Companies has an in-house environmental lawyer with ESG qualifications and also hires external environmental specialists, as well. Specific energy matters are addressed by an in-house chief energy engineer.

Supervisory Board, Audit Committee

The management of RÁBA Plc. is overseen by the Supervisory Board elected by the general meeting of shareholders. In 2025, the Supervisory Board of the Company had three members. The principal task of the Supervisory Board is to exercise control over the management in order to protect the interests of the legal entity. The chairman of the Supervisory Board is elected by the general meeting of shareholders of the Company. The members of the Supervisory Board are elected for an indefinite period of time, not exceeding, however, five years. The members of the Supervisory Board can be reelected or recalled at any time, without cause. The mandate of a Supervisory Board member elected during the term of the Supervisory Board shall expire when the mandate of the members ends. The general meeting of shareholders elects a three-member Audit Committee from among the independent members of the Supervisory Board. The Supervisory Board holds its sessions at least at least every quarter.

The management of the subsidiaries is overseen by the Supervisory Board elected by RÁBA Plc., as the founder. The Supervisory Board at each subsidiary has 3 members. For regulatory requirements, one third of the members of the Supervisory Boards at Rába Axle Ltd. and Rába Automotive Components Ltd. is elected by the Board of Directors of RÁBA Plc., the founder, in consideration of the opinion of the trade union and based on the nomination of the Works Council.

For RÁBA Plc., the scope of competence of the chief executive officer, the Board of Directors and of the Supervisory Board (and Audit Committee) is determined by the Statutes of RÁBA Plc and the procedures of these bodies, whereas for the subsidiaries, the tasks of the Supervisory Board are set in its rules of procedures. The tasks and responsibilities of other members of RÁBA Plc. and of the management of its subsidiaries are set in the Organisational and Operational Rules of the given entity. The Board of Directors and the Supervisory Boards always act as a body.

As per the rules of procedures, the individual executive bodies hold their sessions at least once per quarter. At these sessions held quarterly, management gives an account of events happened during the preceding period and of those expected in the future, based on which the individual bodies can determine further tasks, if needed.

The Supervisory Board shall approve all motions of the general meeting of shareholders, including the Sustainability Report.

In 2025 there have been no changes compared to 2024 in the work of the bodies listed above.

There is no person dedicated to oversee the effects, risks and opportunities for the executive, managing and supervisory bodies, the ESG committee is responsible to determine the effects, risks and opportunities. Managerial oversight over ESG tasks is performed by the Strategic procurement and asset management manager. The executive, managing and supervisory bodies, as well as senior management supervise the definition and execution of material effects, risks and opportunities through the Strategic procurement and asset management manager. The executive, managing and supervisory bodies have defined the expertise necessary for sustainability matters by employing an ESG coordinator with an MSc in ESG matters. The ESG coordinator is a member of the ESG Committee, which decides about material effects, risks and opportunities.

ESG Committee

In 2025, the management of the Group of Companies established the ESG Committee, the work of which is overseen by the Strategic procurement and asset management manager. The principal task of the Committee during the initial period was to prepare and handle the double materiality check and in the future the scope of activities of the Committee is likely going to expand encompassing day-to-day operational activities, as well.

The ESG Committee is responsible to determine effects, risks and opportunities. Members of the Committee include the ESG Coordinator, the Head of Compliance, the HR Director, as well as the Director for Accounting and the Chief Energy Engineer. The work of the ESG Committee is set in a process description. The decisions of the Committee are approved by the Strategic Procurement and Asset Management manager. The management of the Company can oversee the work of the ESG Committee both directly and through the work of the Strategic Procurement and Asset Management manager.

The chief executive of RÁBA Plc. ensures that a specialist with the relevant ESG qualifications and with the appropriate skills and knowledge is employed among members of the ESG Committee, thus ensuring that adequate expertise is always at hand within the Group of Companies. Expertise is linked to material impacts, risks and opportunities through the ESG coordinator, who coordinates ESG tasks within the Group of Companies and as a member of the Committee, participates in the decision-making process.

Internal Data Protection Committee

To perform data protection-related tasks, the Company established the Internal Data Protection Committee, made up of members delegated by the compliance, human resources, IT and legal areas. The Internal Data Protection Committee holds its sessions quarterly or as needed to perform internal data protection tasks.

Insider Committee

The Insider Committee decides about identifying information as insider information, about the date when it becomes insider information, which is the date the insider information is generated, as well as about the publication or delay of publication of the insider information. The members of the Insider Committee are the Deputy CEO, the investors relations officer, the managing partner of the law firm coordinating the legal representation of RÁBA Plc., and the head of compliance.

Ethics Committee

The top managers of the member companies of the Group establish an independent Ethics Committee to investigate each and every report filed. The head of compliance and the other members of the Ethics Committee (HR director, internal controller, legal representative) are appointed retained through an authorisation letter to establish the Committee and authorised to act with full competence

as per the provisions of the Code of Business Conduct and the Code of Ethics in the course of the investigation.

Events past the reporting date

The general meeting of shareholders of the Company held 26 January, 2026., recalled the members of the Board of Directors from the Board as from the date of the closing of the meeting and elected new board members, and also recalled the members of the Supervisory Board (Audit Committee) as from the date of the closing of the meeting and elected new members to the Supervisory Board (Audit Committee). Pursuant to the decision of the Board of Directors of RÁBA Plc., a change also occurred in the person of the chief executive officer of RÁBA Plc. as well, as from 1 February, 2026.

Name	Rába Plc.			Rába Axle Ltd.		Rába Automotive Components Ltd.		Rába Vehicles Ltd.		Rekard LLC.	
	MEN	BD	SB	MEN	SB	MEN	SB	MEN	SB	MEN	SB
Dr. Antal Ferenc			X								
Bojnár Éva	X			X		X		X		X	
Boldis Géza									X		
Boros Ildikó											X
Csehi Tibor											X
dr. Csüllög Nóra		X									
Farkas Ákos									X		
dr. Frank József					X						
Hetzmann Béla	X	X									
Horváth Gábor					X						X
Kiss Zsolt					X						
Lang-Péli Éva	X	X		X		X	X	X	X	X	
Majoros Csaba		X									
Mráz Dániel Emánuel		X									
Sárközi Dávid Soma			X								
Szabó Gergely László							X				
dr. Szabó Sándor József			X								
dr. Szabó-Szombati Tibor		X									
dr. Szász Károly		X									
Torma János								X			
Urbányi László József						X					
Vámos János							X				
Varga Zsolt											X
Vida László	X			X		X		X		X	
Vincze Péter								X			
Vojtek Endre			X								

The table includes all executives in the given position in 2025. Of those listed in the chart, on 31. December 2025, Tibor Csehi and Dávid Soma Sárközi were no longer in the position indicated.

Name	RÁBA Plc.			Rába Axle Ltd.		Rába Automotive Components Ltd.		Rába Vehicle Ltd.		Rekard LLC.	
	MEN	BD	SB	MEN	SB	MEN	SB	MEN	SB	MEN	SB
Gender mix											
male	50%	71%	100%	100%	100%	100%	67%	100%	67%	100%	75%
female	50%	29%	0%	0%	0%	0%	33%	0%	33%	0%	25%
other	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Ratio of independent members	n/a	71%	100%	n/a	66%	n/a	66%	n/a	100%	n/a	100%

Explanation:

MEN: management; BD: Board of Directors; SB: Supervisory Board

As per the legal requirements, Rába Axle Ltd., and Rába Automotive Components Ltd., both have employee delegates on their Supervisory Board.

GOV-2. – Information provided to and sustainability issues addressed by the undertaking's administrative, management and supervisory bodies

The ESG Coordinator and the Strategic Procurement and Asset Management Manager, also responsible for environmental protection and ESG matters, are in daily contact regarding specific sustainability issues. They handle day-to-day operational tasks that do not require strategic decisions within their respective areas of responsibility.

In matters requiring strategic decisions, the Strategic Procurement and Asset Management Manager informs the management of RÁBA Plc. and the executives of the relevant subsidiaries on a weekly basis regarding operational matters. If necessary - and if the significance of the matter warrants it - the CEO informs the Board of Directors or the General Meeting and/or seeks a decision from them. The General Meeting decides on the approval of the consolidated annual report and the consolidated sustainability report.

In 2025, the focus of the consultation was on the sustainability strategy and its development process. A strategic roadmap was prepared for the preparation process, which included specific items for informing management and incorporating their suggestions. In addition, as described above, managers receive regular updates on the preparation process for both the sustainability report and the ESG report, as well as on specific decision points.

The Board of Directors of RÁBA Plc. and the Supervisory Boards of all member companies hold quarterly meetings in accordance with their rules of procedure. During these meetings, they receive information on, among other things, events from the past period and future expectations, as well as material impacts, risks, and opportunities.

In 2025, the Group of Companies reviewed the procedural guidelines for the double materiality assessment. Areas of responsibility were clarified, and the work of the ESG Committee was also included in the procedural guidelines.

In 2025, the Board of Directors developed the Group's detailed sustainability strategy, outlining sustainability-related directions and goals, supported by proposals from management and the relevant operational units, following an assessment of opportunities, risks, and impacts. Rába implements the provisions of its strategy through the preparation of its business plan and the execution of specific actions, investments, and programmes. It continuously monitors and evaluates the implementation of the strategy.

GOV-3. – Integration of sustainability-related performance in incentive schemes

The integration process of sustainability-related performance in incentive schemes is available [here](#).

GOV-4. – Statement on due diligence

The purpose of the due diligence process is to identify the factors that influence, support, or hinder the Company in achieving its sustainability goals. Through the due diligence process, the Company identifies, prevents, and mitigates actual and potential negative impacts on the environment and people related to its business activities, and establishes measures to address them.

In 2024 the Group began and in 2025 it continued a comprehensive mapping and assessment of its own operations and value chain, with the aim of understanding the processes that help or hinder Rába in achieving its sustainability goals.

To identify actual and potential impacts, risks, and opportunities within its value chain, Rába also conducted a review of its supply chain.

The process of preparing Rába's sustainability report and ESG report is closely linked to this due diligence. In connection with the preparation of the ESG report, the supply chain due diligence was

conducted using a questionnaire published on the website of the Supervisory Authority for Regulated Activities (hereinafter: SZTFH). A new development in the due diligence process in November 2025 was that the questionnaire-based inquiry mentioned above was also conducted using software accredited by the SZTFH, thereby gaining initial experience with the software. The ESG software sends a message to the supplier on behalf of RÁBA Plc., noting that the request was sent at the Company's instruction and that the supplier is obligated to complete it. The request directs the supplier to a registration platform, where they must specify the company's size and area of operation; based on this information, the supplier receives a questionnaire tailored to them in accordance with the ESG Act, taking into consideration the company's size and area of operation. In the previous reporting period, the Company committed to improving its supply chain due diligence process. The due diligence process conducted using accredited software supported this improvement. The Company also utilized the results of the returned questionnaires in the preparation of this Sustainability Report. Rába considered the SZTFH questionnaire to be sufficiently detailed and relevant for all partners surveyed. Due to the large number of suppliers, it became necessary to identify key suppliers during the survey.

Rába reviewed its entire product portfolio and, similarly to the previous year, decided in 2025 again, to consider as key suppliers those suppliers from whom, using the raw materials they supplied, 60% of the products manufactured by Rába could be produced. With regard to these four subsidiaries, this resulted in 89 suppliers being contacted in 2025. However, based on the experience gained in 2025, this did not yield the expected results, as 88 of the contacted suppliers did not return the completed questionnaire. The sample was not sufficiently representative to draw conclusions about the due diligence process.

Therefore, when identifying impacts, risks, and opportunities, the Company took into account only the results of the simplified online questionnaire sent out specifically regarding the double materiality assessment. The Company views the method of engaging value chain participants as an area for future development and intends to redesign the questionnaires by considering their content, accessibility, and potential software development opportunities, as well.

The due diligence process related to the DMA process of the Group of Companies is available: [here](#).

Presentation of the value chain of the Rába Group



GOV-5. – Risk management and internal controls over sustainability reporting

Rába has designed its sustainability reporting control framework to minimize risks associated with sustainability reporting as much as possible. Roles and responsibilities were defined and the specific data collection process and related procedures were outlined. The external audit process provides adequate guarantees that key risks related to reporting are minimized.

The double materiality assessment is integrated into strategic and operational planning processes. Risk management is a key component of the analysis, in which the company identifies, reviews, and monitors potential and actual negative and positive impacts, risks, and opportunities. The ESG expert compiles a detailed list of the identified potential and actual impacts, risks, and opportunities, broken down into the dual materiality themes of the ESRS standard, based on which the quantitative and qualitative assessment of material topics takes place. The ESG Committee decides on the assessment, also taking into account the topic selection by management and stakeholders. In making

its decision, the Committee evaluates and ranks risks based on scope, extent, irreversibility, and probability of occurrence, as well as cost expenditures based on magnitude and probability of occurrence, and based on revenue size and probability. The decision of the ESG Committee is approved by the Strategic Procurement and Asset Management Manager. As a result of the assessment, at the end of the process a materiality matrix is prepared, which presents the sustainability topics ranked.

Where the Company identifies a violation of laws regarding its own activities, it implements corrective measures. In cases where the Company identifies a social responsibility or environmental risk during the risk analysis that is material and has a significant probability of occurrence, it takes appropriate preventive measures without undue delay.

If the Company detects that, within its own sphere of business, at its subsidiaries, or among its direct suppliers, a breach of social responsibility or environmental obligation has occurred or is anticipated, the Company shall immediately take the corrective measures necessary to prevent or remedy the violation, or to minimize its extent.

The Company incorporates the findings of its risk assessments and internal controls into its strategic planning and the development of internal regulatory documents. The Board of Directors and the Supervisory Board are informed of material impacts, risks, and opportunities during quarterly reports.

The Company regularly monitors, reviews, and updates the management of sustainability impacts, risks, and opportunities in accordance with the requirements of the ESRS standard, and decisions regarding measures and policies related to material topics are made at the appropriate management levels. The Company prepares an annual sustainability report on the material topics identified during the detailed analysis, which is published as part of the annual report and is audited by an external auditor.

SBM-1. – Strategy, business model and value chain

Vision

As an internationally recognised, Hungarian-owned company, Rába supplies complex engineering solutions and products to key players of the global automotive industry and to domestic users.

Mission

Rába's mission is to develop products and production solutions based on customer needs and to offer a distinctive product portfolio and services.

Values

As a Hungarian-owned, independent company, Rába develops its own products, marketing and manufacturing know-how. Based on the cooperation among its staff, the company consciously builds corporate culture to successfully meet the demands of the global market.

The cornerstones of corporate culture

- Teamwork and integrity
- Mutual respect for everyone's opinion, recognition their achievements
- Striving for excellence in quality
- Career opportunities, long-term career
- Reliability, flexibility
- Business success
- profitability
- efficiency
- customer focus

Ethical values

Respect, integrity, accountability, sustainability, fairness, openness, justice, transparency, honesty, commitment.

Rába places special emphasis on supporting local communities. Together with its employees, the Company actively participates in corporate social responsibility initiatives aimed at strengthening community values and helping those in need.

Community engagement is of paramount importance to the Company. In this spirit, it has been a tradition for years to deliver gift packages to the residents of a local children's home around St. Nicholas Day, bringing joy to the children living there.

In the spirit of social responsibility, Rába continuously launches initiatives that combine sustainability and charity. More information about the RE-PONT program is available: [here](#).

Strategy

The strategic goal of the Group of Companies is to maintain profitability on an ongoing basis by ensuring high-quality products and competitive prices, meeting customer needs on time, and increasing integrity, and efficiency, as well as through the application of the LEAN® principles, to maintain and increase customer confidence, and by assigning priority significance to the R&D area.

In addition, it is important to build long-term capabilities in the supply chain that provide a competitive advantage and help adapt to the dynamically changing market environment; thus, aligning the operating model of supply chains to market and customer needs is a top priority.

The transformation, modernization, and investment plans to be implemented within the framework of the RÁBA Modernization Programme announced in 2022 ensure the Group's stability and future, contributing to the achievement of long-term sustainability. By maximizing green energy sources the goal is to increase energy efficiency and reduce energy costs and the ecological footprint of the operation. The Company is committed to the recruitment and development of skilled workforce, a commitment made possible by the relationships Rába nurtures with educational institutions.

The Group develops an annual business plan and formulates a strategic plan for a five-year period. In 2025, Rába's Board of Directors adopted the Sustainability Strategy as part of its business strategy. Significant changes may occur in the Sustainability Strategy in the near future, given the major changes in the Group's leadership following the reporting date. In terms of its business model and value chain, no significant changes occurred in 2025 compared to 2024. Among the Sustainability Strategy commitments, further information on the reduction of greenhouse gas emissions is provided by the Company: [here](#).

Information pertaining to the HR strategy and the CSR strategy are available: [here](#).

Headcount information in detail is under the chapter on social information: [here](#).

Of the key ESRS sectors, in 2025 the Company generated sales revenues only from the machine industry, amounting to HUF 54 236 288 thousand.

Key product and service groups, as well as customer categories all stem from Rába's domestic sites, revenues are generated only on these sites. Information related to the steel industry are published by the Company within section E5 on circular economy. The section is available here: [here](#).

Rába presents its business model and the description of its value chain in the section detailing the interests and positions of stakeholders, within the stakeholder analysis. Following the principles of dual sourcing, Rába's supply chain is especially stable, since its primary resources are sourced from multiple suppliers. Should a supplier drop out, a replacement is available, owing to the dual sourcing principles. All major findings of the stakeholder analysis are available: [here](#).

Product portfolio

Through its products, Rába has been successfully integrated into the value chain of the global commercial vehicle industry. It supplies axles, subassemblies and various structural components to leading players in the automotive industry, as well as specialized components and chassis to manufacturers of heavy construction equipment. International customers operate according to global procurement strategies, so Rába must also develop and manufacture products that are competitive within this global supplier landscape. Accordingly, Rába offers a full range of product-related services and provides comprehensive industrial solutions even for complex customer needs: engineering services, development, testing, and series production.

Axles, main axle parts

Rába's primary products are axles and axle components, supplied by the Company to major commercial vehicle manufacturers worldwide. The Company primarily produces for export; its traditional principal markets are the European Union and the United States, and it also generates significant sales in the Japanese market as a niche player. Rába is present in its markets with complete axles produced in medium and small series, as well as high-volume axle and powertrain components. In addition to on-road commercial vehicles, another significant product group is that of high-performance agricultural machinery and special-purpose vehicles designed to operate on rough terrain. Special axles developed specifically for bus applications are also among Rába's successful products.

Rába possesses unique expertise in the manufacturing forged products. Thanks to continuous development, Rába operates Hungary's largest, state-of-the-art forging production line, significant also by European standards, as well as a modern heat treatment facility with matching capacity. As a result, in addition to the development and production of complete axles, another key profile of Rába is the production of forged components for the automotive industry (trucks, buses, and special-purpose vehicles). These - alongside our own manufactured axles - are also installed into the products of global vehicle manufacturers.

In addition to the forging process, the technology includes heat treatment, isothermal annealing, and normalizing of forged parts, as well as tempering, straightening, crack testing, shot blasting, surface cleaning, and hardness testing.

Chassis, welded structures

To make efficient use of the cold-forming capabilities and manufacturing capacities it has built up over the past decades, Rába continuously manufactures large, fully assembled, painted subassemblies for its customers who produce complete heavy-duty construction vehicles. These include vehicle frame structures, chassis, and other welded steel structural components, as well as vehicle superstructures, vehicle accessories, assembled units, and parts

A Rába az elmúlt évtizedekben kiépített hidegalakító képességének, gyártási kapacitásainak gazdaságos kihasználása érdekében a komplett, nehéz építőipari járműveket előállító vevői részére folyamatos üzemben gyárt nagyméretű komplett, festett alegységeket. Ezek járműipari vázszerkezeteket, alvázakat és egyéb hegesztett vasszerkezeti elemek, valamint járműfelépítmények, jármű kiegészítők, szerelt egységek és alkatrészek.

Gearboxes

The Gearbox Business Unit of the Rába Group primarily develops and manufactures universal and specialized gearboxes with various gear ratios for agricultural machinery. The carrier diff sub-assembly is generally made of castings, but for smaller production runs, it is welded using sheet steel. For the gears of the gearboxes, the Company primarily uses case-hardened forged steel; for the shafts, it uses steels that can be heat-treated depending on the load, with induction hardening applied to the wear surfaces. The standardized universal angle drive family lends itself to a wide range of applications across 9 power ranges, with numerous variations in gear ratios, drive directions, and connection sizes.

Seat components

Rába established its unified Automotive Components business unit to strengthen its position within the international automotive supply chains; this unit delivers to markets across Europe, primarily in the Central and Eastern European region and the EU. It is a manufacturer of welded and pressed structures and components produced using state-of-the-art technology, in well-defined product categories, and to a high standard of quality. A key part of its product portfolio is the the production of seats, seating systems and seat components for passenger cars and commercial vehicles.

Automotive components

Rába manufactures and supplies automotive components - primarily commercial vehicle axles, passenger car, and engine compartment parts—both for its own products and for European industrial

companies in the commercial and passenger vehicle manufacturing sectors. The assembled subassemblies made from these components are integrated into axles and braking systems. With its pressed and welded, and various machined components, Rába is a recognized supplier to the automotive industry in the Central European region and sells its products to international automotive companies.

The Group's product portfolio, major markets, and customer groups remained unchanged in 2025 compared to those defined for 2024.

Development services

The strategic goal of the Rába Development Institute is to further increase the share of high-value-added complex products in the company's sales and expand the scope of product delivery by strengthening its research and development potential, in line with the company's strategic objectives. Accordingly, the Rába Development Institute is responsible for the development of new products, from concept through prototype production to the completion of the necessary testing. Thus, Rába, in close cooperation with its customers, offers a wide range of services to its partners, from design to comprehensive testing.

Testing services

Building upon decades of market presence, Rába has established a testing and validation capability and infrastructure, which is a key factor in the launch of new products, complemented by the use of modern simulation tools. Combined with Rába's extensive product development experience, this allows for a significant reduction in the number of development iterations. Product compliance, which forms the basis for final approval, must always be verified through physical testing, as these are components critical to both life and property safety. At Rába's test center, every testing need that arises or becomes necessary during the development process for complete axles can be performed.

Gidrán Armored Vehicles Ltd.

In December 2023, Nurol Makina Hungary Kft. and Rába Vehicle Ltd. established Gidrán Armored Vehicles Ltd., a Turkish-Hungarian joint venture with the aim to develop and use the Rába group's Hungarian assembly and manufacturing capabilities of the 4x4 drive configuration Gidrán armored combat vehicles, building upon Rába's special expertise in assembly, manufacturing and testing, to achieve the highest possible domestic added value and Hungarian supply content. Rába has decades of experience and extensive international relations within the production of special purpose, military-use vehicles. Gidrán Armored Vehicles Ltd. conducted no production activities in 2025, consequently this Sustainability Report does not contain any consolidated data for the Ltd. company.

Rába has formulated its sustainability goals in its sustainability strategy. According to the section on CSR, the goal is to only work with partners that accept Rába's corporate culture, values and ethical requirements. To this end, the Company also devised its Supplier Code of Conduct. In relation to its customers, Rába is ready to develop, adjust and green the technologies used in line with customer expectations, thus further improving them to the extent possible.

Rába's current considerable product portfolio, services, as well as the substantial customer relations system are likely to gain further strength in the future, in line with the Company's goals.

Within the Sustainability Strategy, the entire GHG emissions reduction plan, the CSR strategy, the HR strategy and the responsible corporate governance strategy are noteworthy, as its elements linked to sustainability issues in service of the realisation of Rába's overall goals.

SBM-2. – Interests and views of stakeholders

Stakeholder analysis and methodology of stakeholder mapping

Stakeholder analysis is a multi-part process: first the individual stakeholders are identified, then the nature of their relations is detailed (external/internal), followed by the definition of the communication channels and strategy (interview/questionnaire), finally the stakeholders are approached via the questionnaires or interviews. Based on their own experience, management groups stakeholders into categories by their engagement, influence and participation.

Identification of stakeholders

Stakeholders actually or potentially affected by the Company's activity and those potentially viewed as the primary users of the Sustainability Report have been identified.

When identifying the stakeholders, as a first step, the Company narrowed down the areas and organisations affected, in consideration of the undertaking's business model, value chain and operating characteristics.

Within the benchmark analysis, Rába looked at the following sources:

- sustainability reports and materiality matrices of industry actors (domestic and international automotive companies,
- ESRS-compliant, or GRI-based reports of listed companies,
- Customer expectations regarding sustainability applied in the automotive supply chain and supplier codexes,
- Evaluation structures of relevant ESG rating systems (e.g.: EcoVadis).

The purpose of the benchmark is to assess which stakeholder groups in the sector are regularly identified and which stakeholder categories can be considered typically highly affected in the value chain.

The views of customers were taken into account using multiple channels:

- Direct contact using questionnaires in the course of the preparation of the double materiality assessment,
- Analysis of possible sustainability expectations voiced in the course of customer audits and supplier evaluations,
- Overview of ESG requirements set in the contractual and supplier codex,
- Documenting of sustainability considerations notified in the course of regular commercial and strategic coordinations.

Customer input was particularly relevant for impacts manifest in the value chain.

To identify and prioritize stakeholders, the Company used an internal reference table that serves as the foundation for the process and systematically records the influence and impact of stakeholders. The results of the stakeholder identification served as one of the inputs for the dual materiality assessment.

The identification of stakeholders, the determination of their influence and involvement, and the designation of key stakeholders were based on the averaged responses of Rába's management. The Stakeholder Map provides a detailed justification for the specific involvement and influence metrics for each stakeholder.

The analysis resulted in the identification of the group of key stakeholders (key stakeholders—those given the highest weight during the assessment). Their influence and involvement are the greatest; they are located in the upper right quadrant of the matrix table forming the stakeholder map, and they are the ones whose involvement and influence both received a score of at least 6.

Feedback from key stakeholders constitutes one of the inputs for the dual materiality assessment.

Key stakeholders:

- | | |
|------------------------------------|-----------------------------|
| 1. RÁBA Plc. | 7. Customers |
| 2. Rába Axle Ltd. | 8. Principal shareholders |
| 3. Rába Automotive Components Ltd. | 9. Employees |
| 4. Rába Vehicle Ltd. | 10. Banks |
| 5. REKARD LLC. | 11. Rába Energy Supply Ltd. |
| 6. Suppliers | |

Purpose of engagement of stakeholders

The purpose of stakeholder engagement is to reveal, in a structured and documented manner, the perspectives of stakeholders regarding the sustainability impacts, risks, and opportunities associated with the company's operations. Feepcsack collected through surveys and interviews provides information on stakeholders' expectations, concerns, and priorities, with particular regard to areas where the company's activities have an actual or potential impact on them. Stakeholder input is one of the qualitative inputs in the dual materiality assessment process, which specifically supports the assessment of the impact materiality dimension in accordance with the requirements of ESRS 1.

Stakeholder feepcsacks do not serve as an independent decision-making mechanism and do not deterministically define material sustainability topics. The set of priorities established as a result of the stakeholder analysis identifies the focus areas for further evaluation by management and experts (ESG Committee) and supports the well-founded selection of key topics to be presented in the sustainability report.

Managing the engagement of stakeholders/interested parties

The methods used to engage the stakeholders identified by management were interviews and questionnaires. The Stakeholder Map illustrates the engagement method and communication channel used for the individual stakeholders. For internal organizational units, interviews were the primary method, while organizations outside Rába were included in the process through the completion of questionnaires.

Rába published an online questionnaire on its website that could be completed and submitted in both Hungarian and English. By completing the questionnaire, respondents could select the topics most relevant to Rába.

The responses received were used as qualitative input during the IRO identification process and were taken into account in an integrated manner, together with the internal expert assessment of the ESG Committee.

In 2024, the questionnaire-based engagement failed to achieve its objectives in several respects, as, among other things, the number of questionnaires received was extremely low. The Rába Group has therefore set a goal to collect a larger number of questionnaires in 2025. The reason for the low number of responses was that, although the Company posted the questionnaire on its website, it failed to reach out to its partners or draw their attention to the need to complete the questionnaire. To address this, in 2025 Rába not only posted the questionnaire on its website but also sent separate emails to each stakeholder category, drawing stakeholders' attention to the importance of responding and to the fact that their responses would help determine the topics of the sustainability report.

The questionnaire was posted on the website in both Hungarian and English, thereby reaching not only domestic but also foreign suppliers and customers. As a result of this measure, a statistically significant number of questionnaires was returned.

The structure of the 2025 questionnaire was based on the ESRS environmental (E1–E5), social (S1–S4), and governance (G1) standards, ensuring that each topic directly corresponded to the ESRS topics examined in the DMA; thus, the questionnaire followed the breakdown of topics and subtopics according to the ESRS. Respondents were required to determine the relevance of these topics to Rába while completing the questionnaire. The Company rejected the use of breakdown by sub-sub theme because, although it would have provided greater depth to the responses and allowed for a one-to-one correspondence with the ESRS regulation, it would have significantly increased the time required to complete the questionnaire and would have significantly hindered the easy understanding of the questions.

Overall, it is safe to say that sending the questionnaire to stakeholders and aligning the questions with the topics and subtopics under the ESRS resulted in a statistically evaluable number of questionnaires being returned by the respondents. The respondent pool can be considered statistically valid if the number of responses received in each stakeholder category allows for the undistorted determination of average values, rankings, and weighted priority orders, as well as the comparability of the results with the responses of internal stakeholders. Furthermore, the responses received were

comparable to those of internal stakeholders, allowing for the establishment of a suitable methodology for the double materiality assessment, i.e., regarding the selection of topics for the sustainability report.

Considerations impacting the method of engagement:

1. Regular communication is needed, as it ensures the understanding of stakeholder expectations and allows them to voice their comments and views.
2. Engagement of stakeholders in project tasks leads to increased support and commitment, allowing stakeholders to feel that they play a material role in the processes.
3. The Group of Companies took the expectations of the stakeholders into account in formulating the ESG strategy.

Definition of involvement and influence of stakeholders

The definition of the stakeholders and subsequently the definition of their involvement and their influence was done by the managers during the managerial interviews, thus the circle of stakeholders and the level of their involvement and influence was determined by 17 Rába managers.

The following managers were involved in the process:

1. On behalf of RÁBA Automotive Holding Plc.:
 1. Commercial Director (managing director of Rába Axle Ltd. at the same time)
 2. HR director
 3. Director for Accounting
 4. Controlling director
 5. IT director
 6. Deputy head of treasury
 7. Head of compliance
 8. Business development leader
 9. Strategic procurement and asset management manager
 10. Chief energy engineer
 11. Internal controller
2. On behalf of Rába Axle Ltd.:
 1. Rába Axle Ltd. managing director (commercial director of RÁBA Plc. at the same time)
 2. Operations director
 3. Production director
 4. Supply chain director
3. On behalf of Rába Vehicle Ltd.:
 1. Rába Vehicle Ltd. managing director 1
 2. Rába Vehicle Ltd. managing director 2
4. On behalf of Rába Automotive Components Ltd.:
 1. Rába Automotive Components Ltd. managing director (managing director of REKARD LLC. at the same time)
5. On behalf of REKARD LLC.
 1. REKARD LLC. managing director (managing director of Rába Automotive Components Ltd. at the same time)

Each surveyed executive could identify new stakeholders in addition to those from the previous year, and everyone assessed the level of involvement and influence of the stakeholders identified last year. This is how Rába Energy Supply Ltd. (RESZ) was included among the stakeholders in 2025, because management considered it justified to distinguish RESZ from other service providers. The basis for management rated the stakeholders based on the extent of involvement and influence on a scale ranging from 1 to 10. Where the level of involvement and/or influence for a given party is the lowest possible, a value of 1 must be assigned. Where the level of influence and/or involvement is the highest possible, a value of 10 was mandatory. Values 2–9 represent levels that are directly proportional to the level between the two extreme values of involvement and/or influence. A detailed justification of the values assigned to each stakeholder group is included in the Stakeholder Map. Subsequently, the levels of involvement and influence determined by the 17 executives were also averaged. The arithmetic mean of the levels of involvement and influence specified in the responses of the 17 Rába executives yielded the stakeholder matrix. The executives provided only the scores

in the auxiliary table. Thus, the result of the evaluation is the creation of a matrix based on levels of involvement and influence, in which individual stakeholders can be positioned along the axes of involvement and influence. The vertical axis represents influence and intersects the horizontal axis at 0. The horizontal axis represents the degree of involvement and intersects the vertical axis at 0. The stakeholder map divides stakeholders into four quadrants. Those in each quadrant should be treated as one target group, and an identical action plan should be developed for them. In this way, stakeholders can be categorized into groups based on how interested and how influential they are in relation to a given project or activity.

This is followed by revision and updating at regular intervals. The regular review of the stakeholder engagement process ensures that continuous engagement requirements as per the ESRS are met and that the evaluation is updated from time to time in the event of major changes in the business.

Analysis and evaluation of the results of the involvement/influence survey

In the course of the interviews, the managers identified the stakeholders and key stakeholders. The latter are stakeholders for whom both involvement and influence were rated at 6 at least, on average. Based on the aggregation and averages of the responses of the managers, in consideration of the rounding rules, the resulting aggregate, average involvement and influence scores were as follows:

Name (organisation) Organisation and/or person	Involvement (0 to 10)	Influence (0 to 10)
RÁBA Plc.	10	10
Rába Axle Ltd.	10	9
Rába Automotive Components Ltd.	10	7
Rába Vehicle Ltd.	10	6
REKARD LLC	10	6
Gidrán Armored Vehicles Ltd.	4	4
Employees	6	6
Environmental and work safety representatives	6	4
Regulatory authorities, governing, supervisory and bodies	4	7
Suppliers	7	7
Service providers	5	5
Local communities, local residents	3	4
Employee organisations	5	4
Banking sector	6	6
Customers	8	8
Principal shareholders	7	7
Neighbours	5	4
Competitors	4	4
Press, social media	3	4
Potential employees	4	2
Vocational schools, universities	4	3
Organs managing state grants	5	5
Rába Energy Supply Ltd.	7	6

Key internal stakeholders, based on the above are: RÁBA Automotive Holding Plc., Rába Axle Ltd., Rába Automotive Components Ltd., Rába Vehicle Ltd., REKARD LLC., employees

Key external stakeholders, based on the above are: customers, suppliers, principal shareholders, banks, Rába Energy Supply Ltd.

SBM-3. – Material impacts, risks and opportunities and their interaction with strategy and business model

Impacts, risks, and opportunities (IROs) exist throughout the entire value chain, from raw material supply all the way to the end of the sold product's life cycle. Some IROs were identified in the upstream value chain, some in relation to Rába's own operations, and others in the downstream value chain. The identification and management of IROs takes place through a strictly regulated system. Based on the identified impacts, risks, and opportunities, the topics, subtopics, and sub-subtopics are assessed in terms of financial and impact materiality. In the course of the dual materiality assessment, potential and actual negative and positive impacts are determined, and measurable thresholds are established for quantifying and qualifying these impacts. The Company ranks ESRS topics according to a predefined scale (negligible, minor, significant, critical).

The materiality of a given topic's impact can be quantified by considering its scope, extent, irreversibility, and the probability/severity of occurrence. Based on the weighted score - on a scale ranging from 1 to 25 points - the impact may be acceptable, minor, significant, or critical.

In the case of financial materiality, the basis for comparison is the annual net revenue. Based on the extent of the impact on revenue, the Company distinguishes between low, medium, high, significant, and critical financial risks. During the scoring process, it is necessary to assess the probability of the occurrence of the risks, the potential revenue, and the probability of that revenue being realized. Based on the resulting score - on a scale ranging from 1 to 75 points - the financial impact can be negligible, minor, significant, or critical. At the Company, the issues regarded as significant are those rated as significant or critical in one or both dimensions (impact significance, financial significance).

The Board of Directors shapes the annual business plan and formulates the longer-term business strategy with a view to identifying and then assessing the impacts, risks, and opportunities. Thus, its decisions are made with due consideration of the impacts, risks, and opportunities. It is this synergy that creates a link between the IROs and the strategy. The impacts, risks, and opportunities related to each material topic are described in the detailed presentation of each topic.

The strategy and business model of the Group of Companies is sufficiently resilient to manage the material impacts and risks identified. This resilience of the strategy, which responds to the impacts, can be understood from the following explanation: [here](#)

Material impacts, risks and opportunities are available by topic at the following sites.

Topic E:

Climate-related material impacts, risks and opportunities: [here](#)

Air-pollution-related material impacts, risks and opportunities: [here](#)

Resource utilisation- and circular economy-related material impacts, risks and opportunities: [here](#)

Topic S:

Material impacts, risks and opportunities related to own workforce and their interaction with strategy and business model: [here](#)

Topic G:

Material impacts, risks and opportunities related to responsible corporate governance: [here](#)

The impacts, risks, and opportunities identified as material are essentially the same as those in 2024. Minor changes, primarily related to the scope, can be found in the detailed descriptions of the IROs for each of the topics referenced above.

However, the Company took these impacts and risks into account upon financial planning and the development of its sustainability strategy. Furthermore, the Company did not identify any material risks and opportunities suggesting a significant risk that the book values of assets and liabilities in the related financial statements would be subject to material adjustment in the next annual reporting period.

IRO-1. – Description of the method for identifying and evaluating material impacts, risks and opportunities

Identification and evaluation of sustainability impacts, risks and opportunities

The process ensures a thorough assessment of the company's sustainability risks and opportunities across its entire operations, value chain, and stakeholder relations.

The impacts, risks, and opportunities were mapped for all topics, including non-material ones. The Company took these assessments into account when selecting material and non-material topics; however IROs for non-material topics were not disclosed.

Definition of topics examined through the DMA, development of a shortlist

The dual materiality analysis is integrated into strategic and operational planning processes. A key component of the dual materiality analysis is the sustainability risk assessment itself, through which the company identifies, reviews, and monitors potential and actual negative and positive impacts, risks, and opportunities. This process ensures a thorough mapping of the company's sustainability risks and opportunities across its entire operations, value chain, and stakeholder relations.

The identification process is initially accompanied by regular consultations with key internal stakeholders, which the Company examined through the following steps:

Internal sources:

- Review of environmental, social and corporate governance impacts with the involvement of the areas affected regarding the company's operations
- Review of existing regulating documents, internal risk analyses and policies

External sources:

- Market analyses
- Review of customer expectations and sustainability objectives
- Screening of suppliers via questionnaires
- Evaluation of stakeholder questionnaires. Consideration of topics deemed material by stakeholders in view of their impact, risk and opportunities.

The topics examined by stakeholders were determined by the ESG Committee. The basis for identifying these topics was the so-called *longlist* defined in accordance with ESRS standard AR 16. The ESG Committee narrowed down the scope of topics examined by stakeholders by narrowing down the *longlist* specified in the legislation. This was based on the topics examined during the previous year's DMA.

The final list of topics examined during the DMA (shortlist) was determined following the evaluation of the stakeholder analysis.

The role of internal stakeholders in preparing the double materiality assessment

Key internal stakeholders were determined using the method described in detail in the stakeholder analysis. In the course of the interviews conducted with them, the key internal stakeholders then chose the topics they deemed material of the topics, subtopics and sub-subtopics of the ESRS standard.

On behalf of the key internal stakeholders, the following managers evaluated the sustainability topics:

1. On behalf of RÁBA Automotive Holding Plc.

Interviewees:

- | | |
|---|--|
| 1. Deputy CEO | 7. Deputy head of Treasury |
| 2. Commercial Director (managing director of Rába Axle Ltd. at the same time) | 8. Head of compliance |
| 3. HR director | 9. Business development leader |
| 4. Director of accounting | 10. Strategic procurement and asset management manager |
| 5. Controlling director | 11. Chief energy engineer |
| 6. IT director | 12. Internal controller |

2. On behalf of Rába Axle Ltd.:

Interviewees:

1. Rába Axle Ltd. managing director (commercial director of RÁBA Plc. at the same time)
2. Operations director
3. Production director
4. Supply chain director

3. Rába Vehicle Ltd.

Interviewees:

1. Rába Vehicle Ltd. managing director 1
2. Rába Vehicle Ltd. managing director 2

4. Rába Automotive Components Ltd.

Interviewee:

1. Rába Automotive Components Ltd. managing director (also managing director of REKARD LLC. at the same time)

5. REKARD LLC.

Interviewee:

1. REKARD LLC. managing director also managing director of Rába Automotive Components Ltd. at the same time)

During the internal key stakeholder (management) interviews, the interviewed manager also took into account the consultations held with suppliers, customers, and other stakeholders during the course of their annual work, and bore in mind the feedback, requests, and comments received from them. The manager determined the materiality of each topic. The ESG coordinator conveyed the comments raised during the management interviews, and the ESG Committee then decided on the IRO system.

In light of the IROs, the interviewed manager assessed the materiality of the given sustainability topic on a four-point scale (1 – negligible, 2 – minor, 3 – significant, 4 – critical), in line with the evaluation methodology.

All managers contacted evaluated the topics from a materiality point of view. Additionally

- The deputy CEO,
- The director of accounting,
- The controlling director and
- The deputy head of treasury

Also evaluated the topic at hand for financial materiality.

With regard to the materiality of the topic, all managers evaluated the following aspects: scope, extent, irreversibility and potential probability. Within the context of financial materiality, the above select group of managers determined, on a topic-by-topic basis, the extent and probability of costs/expenditures, as well as the extent and probability of the revenue.

The role of external stakeholders in preparing the double materiality assessment

External stakeholders selected the topics they deemed material using the online questionnaire emailed to them.

The following table presents the number of those contacted and their response received:

Stakeholder	Number of contacts	Questionnaire received
Employees	486 pcs	59 pcs
Environmental and work safety officer	3 pcs	3 pcs
Authorities, government, supervisory and regulatory bodies	3 pcs	3 pcs
Suppliers	86 pcs	46 pcs
Service providers	3 pcs	2 pcs
Local communities, local residents	Cannot be determined	16 pcs
Employee representations	3 pcs	2 pcs
Banking sector	3 pcs	3 pcs
Customers	3 pcs	3 pcs
Principal shareholders	3 pcs	3 pcs
Neighbours	4 pcs	2 pcs
Competitors	3 pcs	2 pcs
Press, social media	3 pcs	2 pcs
Potential employees	Cannot be determined	5 pcs
Vocational schools, universities	Cannot be determined	7 pcs
Entities managing state grants	3 pcs	2 pcs
RÁBA Energy Supply Ltd.	Cannot be determined	3 pcs

Although employees are considered internal stakeholders, they were engaged using the same questionnaire-based method as for external stakeholders. For certain stakeholders, the exact number of respondents cannot be determined, as the ESG coordinator asked the respondent in these cases to promote the questionnaire within their stakeholder group and forward it for completion to other partners they knew in the given group.

With a view to keeping the questionnaire simple, external stakeholders could select the topics they considered relevant from the preliminary shortlist of topics and subtopics. In the hope of receiving as many responses as possible - while also keeping simplicity in mind—the respondent to the questionnaire did not evaluate the topics based on relevance; instead, during the evaluation, external stakeholders rated only the topic's significance for Rába on a scale of 1 to 4 (1 – negligible significance, 2 – minor significance, 3 – significant, 4 – critical) using an online questionnaire. If a stakeholder responds with “significant” or “critical” for a given topic on the questionnaire, then that topic must be treated as a priority for Rába due to its impacts, risks, and inherent opportunities. The “negligible” and “minor” ratings on the stakeholder questionnaire indicate that, based on the stakeholder's assessment, the topic's impacts, risks, and opportunities are not significant for Rába.

In the course of the evaluation of the questionnaires, the stakeholder responses for each specific question were aggregated. Among the responses to a given question, we considered the response selected in the largest number by the stakeholder to be the typical response. If multiple values received the same number of responses, the response with the highest value was counted.

Any individual or organization interested in Rába's activities could complete the questionnaire on the website, and the questionnaire is also sent via email to the stakeholder. As a result, a sufficient number of responses was received from key external stakeholders and other stakeholders relevant to determining the topics for the shortlist.

The term “key external stakeholder” is a collective term referring to a specific group of stakeholders, e.g., banks, customers (hereinafter referred to as “stakeholder group”). Responses to the online questionnaire were evaluated by key external stakeholder group (customers, suppliers, shareholders, banks, Rába Energy Supply Ltd.). For each key stakeholder group, we determined how many responses were of negligible significance, minor significance, significant, or critical regarding a given topic. The response (value) that received the highest number of responses within a given stakeholder group regarding a given topic was considered the typical response for that stakeholder group.

Based on the internal stakeholder assessments and the external stakeholder assessments, and taking into account the opinion of key stakeholders, the ESG Coordinator prepared a consolidated “heat

map” for the ESG Committee. The impact materiality section of the heat map summarizes the topic selections of all external stakeholders, as well as the impact materiality scores assigned by the executives acting on behalf of internal stakeholders. The heat map includes a separate financial materiality section presenting the assessment of the four key financial materiality factors mentioned earlier.

The work of the ESG Committee

The final opinion on impact and financial materiality of the topics was issued by the ESG Committee established.

The Committee has the following members:

1. ESG coordinator
2. Head of compliance
3. HR director
4. Director of Accounting
5. Chief energy engineer

The Commission finalized the system of IROs based on the consolidated heat map of external and internal stakeholders and the insights gained from the management interviews. The Commission then scored the impacts, risks, and opportunities identified for each IRO in terms of both impact and financial materiality. Regarding impact materiality, the Commission assessed the scope, extent, irreversibility, and potential probability of the issue. Within the context of financial materiality, the Committee assessed the (risk of) cost/expenditure and the probability of its occurrence, the potential revenue associated with the topic, and the probability of that opportunity materializing. Throughout the assessment, the Committee consistently bore in mind the heat map provided during the interviews and external stakeholder evaluations. The Committee assessed the impacts, risks, and opportunities identified in relation to the topic always in accordance with the heat map and based on its own experience.

Description of the methodology of evaluation

The scoring method and criteria for the materiality assessment has to be determined in accordance with the requirements of ESRS 1, focusing on the following aspects:

Impact materiality: takes into account the extent, scope and irreversible nature and probability and whether positive/negative, actual/potential

Financial materiality: assessment of the financial materiality and probability of risks/opportunities and of the nature of financial impacts. Risks and opportunities are determined in the course of the assessment.

Impact materiality assessment

In the course of the double materiality assessment, potential and actual negative and positive impacts, as well as the measurable threshold values necessary to quantify and qualify the impacts are determined.

The ESRS topics are ranked on a scale from 1 to 4 as follows:

1 – negligible; 2 – minor; 3 – significant; 4 – critical

The impact materiality of a given topic can be quantified as follows:

The average value on a scale between 1 and 5 of the scope, extent and irreversibility is multiplied by the probability/severity of occurrence (also a score between 1 and 5). For potential impacts probability, whereas for actual impacts severity was calculated. The product thus received (score) cannot be less than 1 and cannot exceed 25.

<u>Score</u>	1-5	6-11	12-19	20-25
<u>Impact</u>	acceptable	minor	significant	critical

Based on all of the above, assessment is done in consideration of the following matrix:

Explanation of values					
Severity of impact				Probability of occurrence	
	Scope	Irreversibility	Extent		
1	The damage involves a limited area only, without lasting impacts. Affects 1 site only	Not applicable	There are virtually no noticeable changes or impacts in the affected areas. The impact is minimal and does not significantly influence the affected communities, ecosystems, or economic processes.	1	Under extreme conditions, it may occur on a scale of centuries.
2	Affects all sites	Easily reversible	Minor changes can be observed in the affected areas. The impact is noticeable but not critical, and can be managed by the parties concerned.	2	There is a chance that it will happen within the next decade.
3	Of regional scope	Can be remedied with moderate effort (time, cost)	Significant but not disastrous changes are imminent.	3	May happen within a year.
4	Affects the entire value chain	Can be remedied with substantial effort	In the event of measurable negative impact minor targeted steps are needed.	4	Is likely to happen regularly
5	Global scope	Reversible with great difficulty	Considerable, long-term impact can result. In the event of negative impacts, substantial financial expenditures are needed to eliminate.	5	Persist continuously

Assesment of actual positive impacts based on the following criteria:

Extent: to what extent is the positive impact beneficial for the people or the environment

Scope: how comprehensive are the positive impacts

Severity: the severity of the impact

Irreparable nature: Not applicable for positive impact

Assesment of potential positive impacts based on the following criteria:

Extent: to what extent is the positive impact beneficial for the people or the environment

Scope: how comprehensive are the positive impacts

Probability: probability of the impact's occurrence

Irreparable nature: Not applicable for positive impact

Assesment of actual negative impacts based on the following criteria:

Extent: how serious is the negative impact for the people or the environment.

Scope: how comprehensive are the negative impacts. For environmental impacts the scope can be interpreted as the scope of environmental damage or geographical area. For impacts on people, the scope can be interpreted as the number of people negatively affected.

Severity: the severity of the impact.

Irreparable nature: can the negative impact be repaired, and if so, to what extent, i.e. can the earlier state of the environment or the people affected be restored.

Assesment of potential negative impacts based on the following criteria:

Extent: how serious is the negative impact for the people or the environment.

Hatókör: how comprehensive are the negative impacts. For environmental impacts the scope can be interpreted as the scope of environmental damage or geographical area. For impacts on people, the scope can be interpreted as the number of people negatively affected.

Irreparable nature: can the negative impact be repaired, and if so, to what extent, i.e. can the earlier state of the environment or the people affected be restored.

Probability: probability of the occurrence of the impact.

In the event of a potential negative human rights impact, the severity of the impact enjoys precedent over the probability of the impact.

Assessment of financial materiality

To evaluate financial materiality, the appropriate quantitative and/or qualitative threshold values shall be used. Sustainability risks and opportunities shall be assessed based on the probability of their occurrence and on the possible extent of their short-, medium- and long-term financial impacts.

The basis for comparison is the net consolidated sales revenue of the the year before the current year. The risk at hand shall be assessed depending on the percentage of the net annual sales revenue the expenditure incurred due to the risk factor assessed and on the probability of occurrence.

Low financial risk, if the impact on profitability is lower than 0.003% of the annual net sales revenue. The low financial risk exerts a negligible impact on the company's profitability.

Medium financial risk, if the impact on profitability is between 0.003% and 0.014% of the annual net sales revenue. The medium financial risk exerts a minor impact on the company's profitability.

High financial risk, if the impact on profitability is between 0.003% and 0.07% of the annual net sales revenue. The high financial risk exerts a medium impact on the company's profitability.

Significant financial risk, if the impact on profitability is between 0.07% and 0.15% of the annual net sales revenue. The significant financial risk exerts a considerable impact on the company's profitability.

Critical financial risk, if the impact on profitability is higher than 0.15% of the annual net sales revenue. The critical risk exerts a very significant impact on the company's profitability.

Upon rating, the risks and the probability of their occurrence shall be scored on a scale of 1 to 5

Additionally, the potential revenue and the probability of its occurrence should also be rated on a scale from 1 to 5. Twice the product of the risk and the probability of occurrence is added to the product of the revenue potential and the probability of occurrence. The resulting number cannot be less than 1 or greater than 75.

In accordance with Act LIII of 1995 on the General Rules of Environmental Protection, and based on the precautionary principle, we take into account risks that are significant in terms of impact at twice their actual value, as determined by an internal decision, to the extent possible.

Financial impact is rated on a scale from 1 to 75, split into 4 impact levels similar to the impact materiality assessment:

<u>Score</u> 1-18	19-37	38-56	57-75
<u>Impact</u> negligible	minor	significant	critical

In the event of changes in the sales revenue for the following year, the financial materiality considerations are revised.

Decision of the ESG Committee

The ESG Committee's final DMA assessment, based on the above process description and evaluation criteria, is therefore consistent with the opinions of key internal and external stakeholders as shown in the heat map. Where multiple IROs were identified for a given topic, each IRO was given an impact and financial materiality assessment. In determining the final impact and financial materiality of the topic, the IRO with the highest score for that topic was taken into account.

The scores were then transferred to the "DMA Summary" worksheet. Here, only one impact and one financial materiality score is shown per topic. Based on the DMA, topics that received a "significant" or "critical" rating as a result of the assessment are considered material topics for RÁBA Plc. and its fully consolidated subsidiaries.

Approval of the decision of the ESG Committee

The decision of the ESG Committee was approved by the manager responsible for ESG at RÁBA Plc., the Strategic procurement and asset management manager.

In 2025, a broader group of 17 RÁBA executives was surveyed, compared to 2024, thereby involving them in the decision-making process. A significant number of responses were received from external stakeholders.

Result – Monitoring and Reporting

The Company regularly monitors, reviews, and updates the management of sustainability impacts, risks, and opportunities in accordance with the requirements of the ESRS standard.

A material change in external or internal circumstances calls for an immediate review. A review is conducted annually even if circumstances remain unchanged.

The procedure for identifying, assessing, and managing impacts and risks is incorporated into Rába's general risk management system in the form of a procedural instruction. The process has changed in several respects, primarily in connection with the establishment of the ESG Committee, as described above.

The Company discloses the IRO1 requirements related to each chapter by detailing the IROs deemed material from an impact and/or financial perspective for the given chapter.

IRO-2. – Disclosure requirements as per the ESRS, covered by the sustainability statements of the undertaking

Rába took into account the material information to be disclosed regarding the impacts, risks, and opportunities deemed material, as described in the risk management process.

The table below provides a summary showing which topics key stakeholders considered material for the year 2025:

	Subtopic	Identified subtopic
E1	Climate change adaptation	
E1	Climate change mitigation	
E1	Energy	
E2	Pollution of air	
E5	Waste	
S1	Working conditions (own workforce)	1) Adequate wages
	Working conditions (own workforce)	2) Freedom of association, the existence of works councils, and the information, consultation and participation rights of workers
	Working conditions (own workforce)	4) Health and safety
S1	Equal treatment and opportunities (own workforce)	1) Training and skills development
S2	Working conditions (workers in the value-chain)	1) Adequate wages
	Working conditions (workers in the value-chain)	4) Health and safety
G1	Corporate culture	
G1	Management of relationships with suppliers, including payment practices	
G1	Corruption and bribery	1) Prevention and detection, including training as well
G1	Corruption and bribery	2) Incidents

Rába has determined the scope of information to be disclosed regarding the impacts, risks, and opportunities it considers material, based on the mandatory narrative and tabular disclosure criteria of the ESRS.

Furthermore, in Appendix 1 of this Sustainability report, the company presents all data points derived from other EU legislation listed in Appendix B of the ESRS standard, indicating where these can be found within the sustainability statement, including data points that the company has deemed immaterial.

MDR-P – Policies adopted to manage material sustainability issues

The regulatory documents governing the Group's operations may include certifications of compliance with external standards, corporate policies, procedural guidelines, regulations, instructions from the CEO/managing director, manuals, implementation guidelines, and work instructions. They relate to the individual topics as follows:

Topic E:

Policies regarding climate change mitigation and adaptation to it: [here](#)

Policies related to pollution: [here](#)

Policies regarding resource utilisation and circular economy: [here](#)

Topic S:

Policies regarding own workforce: [here](#)

Topic G:

Policies regarding responsible corporate governance: [here](#)

MDR-A – Measures and resources related to material sustainability issues

Among its sustainability initiatives, Rába has recently implemented a number of investments that contribute significantly to the achievement of its sustainability goals. Notable among these are the E-pillar investments, but the Company has also made significant efforts in the areas of corporate social responsibility and responsible corporate governance. The measures and resources related to specific sustainability issues are summarized as follows:

A fenntarthatósági intézkedések között számos olyan beruházást hajtott végre a Rába az utóbbi időben, ami nagymértékben hozzájárul a fenntarthatósági célok eléréséhez. Ezek között kiemelendők az E láb beruházásai, de jelentős erőfeszítéseket tett a Társaság a társadalmi felelősségvállalás és a felelős vállalatirányítás terén is. Az egyes fenntarthatósági kérdésekhez kapcsolódó intézkedések és erőforrások áttekinthetők az alábbiak szerint:

Topic E:

Measures and resources related to policies regarding climate change mitigation and adaptation to it: [here](#)

Measures and resources related to pollution: [here](#)

Measures and resources related to resource utilisation and circular economy: [here](#)

Topic S:

Measures related to material impacts on own workforce and initiatives aimed at mitigating material risks on own workforce and at using material opportunities: [here](#)

The measures in each chapter outline the main actions, their expected results, and - where applicable - how their implementation contributes to the achievement of policy objectives and targets;

The relevant chapters describe the scope of key measures, their timeframe, and the results of those measures, if already known.

MDR-M – Metrics linked to material sustainability issues

This Sustainability Report includes numerous metrics related to specific material sustainability issues. These metrics indicate sustainable corporate performance. They are based on mandatory disclosures; therefore, if a given topic remains material in the future as a result of the double materiality assessment, changes in these metrics can be compared over the years. Comparing these metrics with similar metrics from other companies provides further opportunities for comparison.

The reliability of the metrics has not been validated by a body providing assurance services.

The metrics related to each topic are available at the following locations:

Topic E:

Amount of investment planned to be implemented to mitigate climate change, as a sustainability objective (CAPEX): [here](#)

Sum of forestation projects (CAPEX) to be implemented to mitigate climate change, as a sustainability objective: [here](#)

Sum of GO purchase projects (CAPEX) to be implemented to mitigate climate change, as a sustainability objective: [here](#)

Scope 1,2,3 upstream CO₂ emission at the end of the review period: [here](#)

Energy consumption by company: [here](#)

Total net energy consumption by primary energy sources: [here](#)

Energy intensity based on net revenue by company: [here](#)

For steel supplied, ratio of recycled secondary raw materials: [here](#)

Packaging wastes in kilograms: [here](#)

Total volume of waste generated: [here](#)

Total volume of waste prepared for reuse: [here](#)

Total volume of recycled waste: [here](#)

Total volume of waste subjected to other recovery operations: [here](#)

Total volume of waste disposed of through incineration: [here](#)

Total volume of waste disposed of in landfills: [here](#)

Total volume of waste treated by other disposal methods: [here](#)

Total volume of non-recycled waste: [here](#)

Total volume of hazardous waste: [here](#)

Topic S:

Statistical headcount: [here](#)

Ratio of men and women among employees: [here](#)

Workforce headcount: [here](#)

Number of non-salaried employees: [here](#)

Number of employees covered by employee representation: [here](#)

Number of those involved in regular performance reviews: [here](#)

Average training hours: [here](#)

Number of deaths resulting from work-related injuries and work-related illnesses: [here](#)

Number of work-related accidents: [here](#)

Number of work-related illnesses: [here](#)

Number of days lost due to work-related injuries, illnesses, and deaths resulting from work-related accidents: [here](#)

Gender pay gap: [here](#)

Topic G:

Cases of corruption and bribery: [here](#)

Payment practice: [here](#)

Among metrics, the following information is provided: measurement methods, any measurement uncertainties, the name of the metric, and, in the case of financial metrics, the currencies used.

MDR-T – Tracking effectiveness of policies and actions through targets

The individual policies and measures form a comprehensive set of rules that contribute to the achievement of the Company's goals. The goals define the expectations that Rába aims to meet through the implementation of these policies and measures.

The Company has adopted measurable goals in several instances. In addition, it monitors the effectiveness of its newly adopted strategy, as well as its policies and measures, with regard to material impacts, risks, and opportunities related to sustainability.

The following disclosures, available at the locations listed below, serve to clarify the above:

Topic E:

Goals defined regarding climate change mitigation and adaptation to it: [here](#)

Goals related to resource utilisation and circular economy: [here](#)

Topic S:

Goals related to the management of material negative impacts related to own workforce, to the promotion of positive impacts and to the management of material risks and opportunities: [here](#)

EU TAXONOMY COMPLIANCE

In accordance with the requirements of Delegated Regulation (EU) 2023/2772, which supplements Directive 2013/34/EU of the European Parliament and of the Council, which sets out the rules for the preparation of sustainability reports, with regard to sustainability reporting standards, the company is required to disclose the so-called EU taxonomy requirements as part of its sustainability report. The disclosure in accordance with the EU taxonomy means the disclosure in accordance with Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council (hereinafter: Taxonomy Regulation), as well as disclosures made pursuant to delegated Commission regulations specifying the content and other modalities of such disclosures. The detailed rules on disclosure are set out in Delegated Regulation (EU) 2021/2178, the Disclosure Act (2021) (hereinafter: Disclosure Regulation).

According to Article 8 of the Taxonomy Regulation, non-financial enterprises must disclose, in particular, the following:

- a) the proportion of their revenue derived from products or services related to economic activities deemed environmentally sustainable in accordance with Articles 3 and 9; and
- (b) the proportion of their capital expenditure and operating costs attributable to assets or processes related to economic activities considered environmentally sustainable in accordance with Articles 3 and 9.

In connection with the presentation of the two points referred to above, Rába followed the procedure outlined below in accordance with the Disclosure Regulation.

As a company subject to the regulation, Rába presents the three financial indicators according to two criteria: economic activities that can be aligned and those that are aligned.

The disclosures to be presented for these two criteria are revenue, related to economic activities deemed environmentally sustainable, as well as CAPEX and OPEX values. CAPEX and OPEX are ratios, showing the proportion of capital expenditures (CAPEX) and operating expenses (OPEX) relative to assets or processes associated with economic activities deemed environmentally sustainable. The first criterion is adjustability, which indicates the proportion of the reporting organization's economic activities that are included in the list of adjustable activities compiled by the EU. This list contains the adjustable activities that can be classified as sustainable if the conditions are met. The list of eligible activities is set forth, in part, by Delegated Regulation (EU) 2021/2139 establishing technical assessment criteria for climate change objectives (mitigation and adaptation) (hereinafter: CDA Regulation). The other part of the eligible activities relates to the provisions of Delegated Regulation 2023/2486 on the definition of requirements for economic activities substantially contributing to the sustainable use and protection of aquatic and marine resources, the transition to a circular economy, the prevention and reduction of pollution, and the protection and restoration of biodiversity and ecosystems, and which do not significantly undermine other environmental objectives.

Compliance with the Taxonomy Regulation can be achieved through the assessment of three criteria.

According to the first criterion, the economic activity must contribute significantly to at least one of the following six environmental objectives:

1. Climate Change Mitigation
2. Climate Change Adaptation

3. Sustainable Use and Protection of Water and Marine Resources
4. Transition to a Circular Economy
5. Pollution Prevention and Control
6. Protection and Restoration of Biodiversity and Ecosystems

The appropriateness of the selected activities and their contribution to environmental objectives can be assessed provided that the conditions specified in the technical screening criteria are met.

The second criterion for alignment is that, while supporting one environmental objective, the activity must not be detrimental to the remaining five environmental objectives (Do No Significant Harm – DNSH criterion).

The third condition is the application of minimum safeguards (Minimum Safeguards). Accordingly, the company must demonstrate responsible business conduct in accordance with international conventions on human rights.

In the procedure described here, Rába provides its compliance with the Taxonomy Regulation in tabular form based on the annex to the Disclosure Regulation.

During the review of its revenue, the Company compared the TEÁOR codes of all member companies within the Group with the NACE codes listed in the CDA Regulation. It examined whether, in cases where there was a match, there were products or services related to economic activities deemed environmentally sustainable, and whether any revenue was generated from them. Subsequently, it reviewed its entire range of activities and sought to align its products with the activities listed in Annex I of the CDA Regulation. There were no matches regarding revenue, but there were two matches in the OPEX and CAPEX lines for adjustable activities: the generation of electricity using photovoltaic solar energy technology, and the installation, maintenance, and repair of energy-efficiency equipment.

Next, the technological criteria were reviewed, during which the Company assessed whether its activities met each of the criteria; where the CDA Regulation required compliance with a specific criterion, the review focused on that one.

Since there was also consistency here between the criteria of the CDA Regulation and Rába's activities, the Group examined the DNSH criteria and the minimum safeguards regarding human rights.

Adjustable activities within Rába's 2025. Projects according to the CDA regulation:

1. Energy modernisation works on the roof of the 67 000 sqm hall linked to the Factory Salvage Programme (Gyármentő pályázat)
 - Adjustable activity within the project:
 - Electricity generation using photovoltaic solar power technology
 - Modernisation of existing buildings
2. Replacement of oily cables
 - Adjustable activity within the project:
 - Electricity transmission and distribution
3. Establishment of forklift charging stations at the Győr site
 - Adjustable activity within the project:
 - Installation, maintenance and repairs of charging stations for electric vehicles within the buildings (as well as in adjacent parking spaces)
4. Kompressor waste heat utilisation
 - Adjustable activity within the project:
 - Installation, maintenance and repairs of energy efficiency equipment
5. Lighting modernisations:
 - Adjustable activity within the project:
 - Installation, maintenance and repairs of energy efficiency equipment

Of the adjustable activities mentioned above, the energy efficiency upgrades to the roof of the 67,000-square-meter hall associated with the Factory Salvage Programme, the replacement of oil-filled cables, the installation of forklift charging stations at the Győr site, and the utilization of waste heat from compressors comply with the relevant technical specifications of the CDA Regulation. Thus, the adjustable activity is also aligned with the Taxonomy Regulation. However, the lighting modernization does not comply with the technological description, so the adjustable activity will not be aligned with the Taxonomy Regulation.

Rába has not defined any objectives or measurable KPIs regarding its investments. Accordingly, no KPIs are presented in accordance with Annex III of the European Commission Delegated Regulation (EU) 2022/1214. All capital expenditures related to economic activities deemed environmentally sustainable have been presented.

For eligible activities, this was followed by an assessment based on the DNSH criteria (compliance with the principle of avoiding significant harm). The basis of the assessment was whether the selected capital expenditure violates the DNSH criteria regarding photovoltaic solar energy technology, the modernization of existing buildings, climate change mitigation, the installation, maintenance, and repair of energy-efficient equipment, as well as electricity transmission and distribution, and the installation, maintenance, and repair of electric vehicle charging stations within buildings (and in adjacent parking lots). Since it has already been established that the investment contributes to climate change adaptation, the assessment of compliance with the DNSH criteria must examine whether the investment harms water and marine resources, the transition to circular economy, the protection and restoration of biodiversity, and ecosystems, or if it results in pollution. In the case of photovoltaic solar energy technology, of the DNSH criteria, only the transition to a circular economy and the protection and restoration of biodiversity and ecosystems were the aspects to be assessed under the CDA Regulation. In the case of the installation, maintenance, and repair of energy-efficient equipment, the prevention and reduction of environmental pollution was the aspect to be assessed under the CDA Regulation among the DNSH criteria.

In the case of the modernization of existing buildings, the DNSH criteria to be assessed were the sustainable use and protection of water and marine resources, and the prevention and reduction of environmental pollution.

For electricity transmission and distribution, the DNSH criteria to be assessed included the transition to a circular economy, the prevention and reduction of environmental pollution, and the protection and restoration of biodiversity and ecosystems.

In the case of the installation, maintenance, and repair of electric vehicle charging stations within buildings (and in parking spaces adjacent to the buildings), there were no DNSH criteria to be assessed.

In the case of the installation, maintenance, and repair of energy-efficient equipment, the DNSH criteria to be assessed were the prevention and reduction of environmental pollution, and the protection and restoration of biodiversity and ecosystems.

The Company has concluded that its activities listed in the tables below do not violate the DNSH criteria.

It then examined whether the investments meet the minimum requirements regarding human rights. The human rights criteria are incorporated into Rába's Code of Business Conduct and Ethics, its Equal Opportunities Plan, and its Supplier Code of Conduct. Rába also provides a detailed presentation on this topic in Chapter S, where the impacts, risks, and opportunities identified in relation to human rights are also addressed, taking into account issues such as child labor, forced labor, freedom of association, discrimination, and occupational health and safety as outlined in the IRO. Rába did not identify any adverse human rights impacts either in connection with its own activities or within its value chain.

The Group identified the prevention of corruption as a material topic. A detailed discussion of this topic can be found in Chapter G. No risks related to corruption or bribery were identified in connection with either the Group or its management, including the heads of subsidiaries, either during the reporting year or in the past three years. Nor did any such risk or suspicion of such a risk arise due to tax issues or violations of antitrust agreements.

Rába has not identified any of its activities or processes as posing a tax risk. All member companies of the Group are listed in the database of taxpayers with no outstanding public debts and are classified as reliable taxpayers. The goal is to maintain this status on an ongoing basis. Employees with expertise in tax matters participate in continuing education on a mandatory and ongoing basis, and the Company also utilizes the services of a consulting firm for tax advisory services. An accounting staff member performs the bookkeeping and prepares the financial statements, while a chartered accountant reviews and files the tax returns. The four-eyes principle is applied in the accounting department, and authorization rules operate within the corporate governance system.

Non-compete rules are also governed by Rába's Code of Business Conduct and Ethics. The Group is committed to fair market practices and competition. It respects its competitors, refrains from any unfair or unlawful conduct that would damage the reputation or goodwill of its competitors, and expects the same from them.

Since no concerns regarding human rights, corruption, tax law, or restrictions on competition arose during the investigation, the Company considered both photovoltaic solar energy technology and investments identified under the energy efficiency equipment installation lines, aimed at mitigating climate change, to be adjustable activities.

Methodology for the financial data

Adjusted and adjustable revenues correspond in total to the "Revenue" line in the Statement of Consolidated Comprehensive Income in the Rába Group's financial statements.

Financial settlement of investments = Increase during current year in capital expenditure in progress from the statement of changes of Fixed assets + intangible assets +/- change in capital expenditure suppliers

In accordance with the Taxonomy Regulation, the OPEX figure includes the following items: research and development, maintenance, and property repairs and maintenance.

Financial year: N	Year			Material contribution criteria						DNSH criteria (Compliance with the principle of avoiding significant harm)														
Economic activities (1)	Codes (2)	Absolute amount of revenue (3)	Revenue proportion (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biological diversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biological diversity and ecosystems (16)	Minimum security (17)	Revenue eligible for taxonomy, Year N-1(19)	Revenue eligible for taxonomy, Year N-1(19)	Category (supporting activity) (19)	Category (transition activity) (20)				
		tHUF	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	Act.	G				
A. Taxonomy-eligible activities																								
A.1 Environmentally sustainable (taxonomy-eligible) activities A1																								
1. activity		0	0%														0%	0%						
A.1 Revenue from environmentally sustainable (taxonomy-eligible) activities		0	0%																		0%	0%		
A.2 Activities eligible for taxonomy but environmentally unsustainable (non-taxonomy-eligible)																								
1. activity			0%																		0%	0%		
Activities eligible for taxonomy but environmentally unsustainable (non-taxonomy-eligible activities) (A.2)		0	0%																		0%	0%		
Total (A.1+A.2)		0	0%																		0%	0%		
B. Activities that are not eligible for taxonomy																								
Revenue from activities that are not eligible for taxonomy		54 236 288	100%																					
Total (A+B)		54 236 288	100%																					

The proportion of CAPEX related to products or services associated with economic activities eligible for the taxonomy

Table: The proportion of CAPEX related to products or services associated with economic activities eligible for the taxonomy – disclosure for year N

Financial year: N	Year			Material contribution criteria						DNSH criteria (Compliance with the principle of avoiding significant harm)													
Economic activities (1)	Codes (2)	CapEx absolute amount (3)	CapEx proportion (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biological diversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biological diversity and ecosystems (16)	Minimum security (17)	The proportion of CapEx eligible for taxonomy in 2024	Category supporting activity	Category transition activity				
		thUF	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	Act.	G				
A. Taxonomy-eligible activities																							
A.1 Environmentally sustainable (taxonomy-eligible) activities																							
Generation of electricity using photovoltaic solar technology	CCM 4.1	2 347 009	47%	47%						Y	Y		Y		Y	Y	30%	Act.					
Electricity transmission and distribution		52 560	1%	1%						Y	Y		Y	Y	Y	Y		Act.					
Installation, maintenance, and repair of energy-efficient equipment	CCM 7.3	15 250	0%	0%						Y	Y			Y		Y	1%	Act.					
Installation, maintenance, and repair of electric vehicle charging stations inside buildings (and in the parking lots belonging to the buildings)	CCM 7.4	6 351	0%	0%												Y		Act.					
Capex of environmentally sustainable (taxonomy-eligible) activities A1		2 421 170	48%														%						
Of which: supporting		2 421 170	48%														31%	Act.					
Of which: transition		0	0%														0			G			
A.2 Activities eligible for taxonomy but environmentally unsustainable (non-taxonomy-eligible activities)																							
				Y;N; not elig.	Y;N; not elig.	Y;N; not elig.	Y;N; not elig.	Y;N; not elig.	Y;N; not elig.														
Installation, maintenance, and repair of energy-efficient equipment	CCM 7.3	23 255	0%	Y																0%			
		23 255	0%																0%				
A.2 Capex of activities eligible for taxonomy but environmentally unsustainable (non-taxonomy-eligible)																							
		2 444 424	48%																31%				
Total (A.1+A.2)																							
B. Activities that are not eligible for taxonomy																							
CapEx for activities that are not eligible for taxonomy		2 598 942	52%																				
Total		5 043 366	100%																				

The proportion of OPEX related to products or services associated with economic activities eligible for the taxonomy

Table: The proportion of OPEX related to products or services associated with economic activities eligible for the taxonomy – disclosure for year N

Financial year: N	Year			Material contribution criteria						DNSH criteria (Compliance with the principle of avoiding significant harm)													
Economic activities (1)	Codes (2)	OPEX absolute amount (3)	OPEX proportion (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biological diversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biological diversity and ecosystems (16)	Minimum security (17)	OPEX proportion eligible for taxonomy in 2024	Category supporting activity	Category transition activity				
		tHUF	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	Act.	G				
A. Taxonomy-eligible activities																							
A.1 Environmentally sustainable (taxonomy-eligible) activities																							
Installation, maintenance, and repair of energy-efficient equipment	CCM 7.3	9 115	1%	1%						Y	Y			Y		Y	0%	Act.					
																			G				
OPEX of environmentally sustainable (taxonomy-eligible) activities A1		9 115	1%														0%						
Of which: supporting		0	0%														0%	Act.					
Of which: transition		0	0%														0%	G					
A.2 Activities eligible for taxonomy but environmentally unsustainable (non-taxonomy-eligible activities)																							
		0	0%	Y;N; not elig.	Y;N; not elig.	Y;N; not elig.	Y;N; not elig.	Y;N; not elig.	Y;N; not elig.											0%			
Activity		0	0%																				
A.2 Opex of activities eligible for taxonomy but environmentally unsustainable (non-taxonomy-eligible)		0	0%																				
Total (A.1+A.2)		9 115	1%																				
B. Activities that are not eligible for taxonomy																							
OpEx for activities that are not eligible for taxonomy		1 717 587	99%																				
Total		1 726 702	100%																				

ENVIRONMENT

E1 – CLIMATE CHANGE

ESRS 2 GOV-3. Integration of sustainability-related performance in incentive schemes

When it comes to the remuneration of members of the executive body (Board of Directors) and of the supervisory body (Supervisory Board), the Company currently does not take sustainability considerations (for example, climate-related factors) into account. For their activities, Board members receive salary, the amount of which is determined by the General Meeting.

In order to promote ownership of corporate goals and to enhance commitment, the Company operates a bonus system, the guidelines for which are specified in a dedicated internal regulation. The remuneration of executives responsible for operational matters (CEO, Deputy CEO, Managing Directors, Directors and Managers) is based on two pillars: a base salary and an annual bonus. As for the Deputy CEO, individual performance requirements already entail a sustainability goal, which in 2025 was to explore the use of geothermal energy at the Rába site. This is the way Rába takes climate-related considerations into account with regard to remuneration, given the fact that a potential future transition to geothermal energy would reduce greenhouse gas emissions. In the framework of multiple rounds of consultation, Rába examined various options for connecting its Győr airport site to a geothermal system. Of the options evaluated, the boiler room connection and the use of geothermal heat with an annual capacity of 20,000 GJ and 1,900 kW were recommended for implementation and have been incorporated into the 2026 investment plan.

The objective was defined in line with the supportive opinion of the Supervisory Board and upon the approval of the CEO. The aspect of evaluating the feasibility of using geothermal energy was weighted at 20 percent in the bonus task specification of 2025.

The performance of the task is evaluated after the consolidated annual report for year 2025 is adopted by the General Meeting. In case the goals are achieved, the Deputy CEO will receive 20% of the bonus payable.

The Group plans to embed sustainability goals into the individual performance targets of as many executives falling under the scope of the bonus scheme as possible. Decisions on the remuneration policy (which, prior to adoption, is approved by the Board of Directors as a General Meeting proposal) are made by the General Meeting through an advisory vote.

E1-1 Disclosure of the transition plan for climate change mitigation

Rába Group is committed to reduce its greenhouse gas (GHG) emissions and to achieve carbon-neutral operation. This concept, on the one hand, is the mission of the Group, and, on the other hand, an expectation of future generations and Rába's customers. It is a basic fact that, in the course of operating, the Company comes into contact with the environment. Activity has an impact on the environment, and vice versa, the environment has an impact on activity. A responsible and sustainable way of using resources is of paramount importance not only from the perspective of mankind's future at a global level, but can also be the key to a sustainable and economical corporate operation that is profitable in the long run. If something is sustainable, then it is able to keep existing for a long period of time; by contrast, if it is unsustainable, it will not last. Rába, with its history of almost 130 years, has often proven that it understands the principle of sustainable automotive activity: to meet new challenges and to innovate while bearing in mind the reasons why it has been present in the Hungarian and international vehicle industry for 130 years.

In line with the commitments set forth in the 2024 Sustainability Report, in 2025 the Company prepared a consolidated sustainability strategy for 2025–2050, which then was approved by the Board of Directors. Yet it is a must to continuously monitor the goals defined therein and the measures taken to achieve them, to assess the results achieved, to review the strategy, if need be, and to monitor any shortfalls while planning necessary additional actions. Likewise, planned investments and their costs must also be subject to continuous review. These are all indispensable for achieving

the net zero objective set for 2050. The objectives related to the implementation of the Strategy are aligned with the 1.5°C climate objective set forth in the Paris Agreement.

A significant step forward was defining how Rába Group can contribute to the achievement of the goals set at the 2015 Climate Change Conference in Paris and how it can adjust its own operations along the entire value chain in order to align with the measures set forth at the Conference. Implementing the ESG framework at the corporate level, the Group has committed itself to achieving the climate targets at the strategic level as well. One step in the process was working out of a strategy for the reduction of greenhouse gas emissions (GHG Strategy), whose time horizon extends well beyond the five-year timeframe of the business strategy. The goal specified in the Framework Convention on Climate Change adopted in Paris by the United Nations (hereinafter: Paris Agreement) is to limit average global warming to well below 2°C above pre-industrial levels, while pursuing efforts to restrict the increase to 1.5°C. The 1.5°C goal, if achieved, will significantly reduce the risks associated with climate change, including extreme weather and sea-level rise.

The delegated regulation (EU) 2023/2772 of the Commission of the European Union of 31 July 2023 supplementing Directive 2013/34/EU of the European Parliament and of the Council as regards sustainability reporting standards specifies that the company's strategy and business model must be compatible with the transition to a sustainable economy, and with the limiting of global warming to 1.5 °C in line with the Paris Agreement and with the objective of achieving climate neutrality by 2050. Although the Group considers its emissions reduction values to be based on scientific facts, it has not commissioned an external audit by an SBTi validator. The objectives set are compatible with the transition to a sustainable economy, and with the limiting of global warming to 1.5 °C in line with the Paris Agreement and with the objective of achieving climate neutrality by 2050.

To this end, the Company must understand its exposure in relation to coal, oil and gas, and must adjust it as necessary and to the extent possible.

The goal is for Rába Group to achieve net-zero emissions by 2050. To this end, it has committed to integrating a Sustainability Strategy (and more specifically, a GHG Reduction Strategy) into its business strategy, continuously monitoring it, and, if necessary, adjusting it in light of the evolving social, economic, and environmental challenges, thereby ensuring that the Group is brought into alignment with the opportunities presented by the environment and utilises the environment only to the extent necessary.

The consolidated Sustainability Report of Rába Group for fiscal year 2024 was prepared, and then approved by the General Meeting of RÁBA Plc. in 2025. The Sustainability Report gave a detailed account of and registered the key figures forming the starting point of the Strategy, the Group's total energy consumption and total GHG emissions, which figures served as an important basis for the establishment of the Sustainability Strategy. In 2025, the only sector with a significant climate impact from which the Company generated revenue was machinery. The Company's energy- and GHG-intensive heat treatment equipment has electric alternatives on the market, some of which the Company already uses.

While developing the Strategy, the Group took into account the possibility of potential future events that could increase future emissions. Still, it is to be noted that the Company did not identify any hazard or future event with a significant impact.

Following an analysis of key energy figures, in 2024 the Scope 1, Scope 2, Location-Based, Market-Based, and Scope 3 emissions of the Group were determined, expressed in metric tons of CO₂ equivalent. These are the baseline values which the Company intends to decrease to zero by 2050. The Company considers 2024 (the year of the preparation of its first Sustainability Report which includes a greenhouse gas emissions calculation as per ESRS) to be the base year. The key figures are presented in more detail in Chapter "E1-6. Gross Scopes 1, 2, 3 and Total GHG emissions" [here](#).

The strategic commitment is to neutralise all Scope 1 and Scope 2 emissions, as well as Scope 3 upstream emissions for electricity consumption. Scope 3 downstream emissions fall outside the scope of Rába Group.

Planned measures to reduce carbon emissions:

1. Energy efficiency development of existing technology
2. Improvement of the energy efficiency of buildings
3. Electrification of natural gas-powered technology for energy efficiency
4. Development of solar farm capacity
5. Offset measures
 - 5.1 Purchase of Guarantee of Origin (GO) for electricity
 - 5.2 Installation of carbon sinks (afforestation)

The Group intends to finance its investments in the categories listed above using cash flow generated from the profits specified in its financial plans, supplemented, if need be, by owners' contributions or from borrowings, or from funds generated by the potential sale of more real estate.

By reference to the climate change mitigation actions, the Company discloses an explanation and quantification of its investments and funding supporting the implementation of its transition plan, with a reference to the key performance indicators of taxonomy-aligned CapEx, and where relevant the CapEx plans [here](#).

The referenced chapter provides a detailed overview of the expected decarbonisation measures and their quantitative contribution to achieving the GHG emission reduction targets. Rába treated its emission reduction targets as a single entity in terms of Scope 1, Scope 2, and Scope 3 electricity upstream emissions, that is, it did not separate them by Scope.

As part of the decarbonisation targets set forth in the referenced chapter, Rába plans to introduce new technologies through electrification. In addition to these investments, the table specifies the role such technologies play in achieving the company's GHG emissions reduction targets.

The specific actions behind the listed measures are set out in the strategic reference table in the Annex of adopted Strategy. This Sustainability Report is not intended to present the developments defined at the level of individual pieces of equipment. However, in the Sustainability Report the chapter presenting the Strategy outlines the carbon dioxide equivalent targets to be achieved by the end of each five-year period, along with the associated CAPEX figures.

Achieving improvement in energy efficiency (technology/energy efficiency improvements in buildings)

After determining the baseline energy consumption and GHG emissions, the Company reviewed technologies (broken down by company), and identified specific opportunities for technological development.

The technology review was intended to identify, for each subsidiary, those production development opportunities that would lead to substantial energy savings. In some cases, Rába investigated not only technological development, but also replacement options, and where in terms of financial expenditure and achievable energy savings replacement yielded the best results, opted for replacement. As Rába aims to achieve energy efficiency improvements not only in technology but also in building energy systems, in the course of strategy development it examined such options as well, and incorporated into the strategy items that result in feasible and profitable improvements.

Electrification

The key criterion for assessment was to determine if there was an electric alternative for heavily fossil fuel-reliant technologies, and, provided that the payback period was sufficiently short, to envisage the electrification of the given technology. Such fossil fuel-intensive technologies are associated with heat treatment furnaces, which are essential for achieving the required material quality. Yet there exists an electric, green energy-powered alternative to furnaces, and Rába has partially adopted this alternative. This means that electrification is warranted by the possibility of utilising green energy. While there is no green solution for natural gas combustion (and, as a result, only improvements in energy efficiency can be achieved), electricity can be generated from green (renewable) energy resources. In this case, a part of green energy comes from green electricity generated by wind farms, solar power plants and hydroelectric power plants connected to the grid of MVM Zrt. Additional available green electricity may be generated by solar power plants at Rába's sites. Yet

another advantage of using electricity is that the electricity mix generated by MVM by definition includes electricity produced from green resources. As evidenced by the latest data published by MVM Zrt (data for 2024), this accounts for 20.7% of the total amount of energy generated. There is a year-on-year improvement in the energy mix, as the proportion of green energy has been increasing (in 2023, the rate was 20.5%). This means that with regard to the application of electric technologies the Company, while establishing the Strategy, can take into account the green electricity content of the electricity produced by MVM or other energy traders, given the fact that improvement is expected in this field. The Strategy also takes into consideration – as an obstacle to electrification – the fact that in 2025 electricity costs nearly three times as much as energy generated from natural gas.

Expansion of solar farm capacity

Another subject of the examination was the identification of locations and ways to expand the existing solar farm capacity.

Purchases of Guarantee of Origin (GO) for electricity

Any electricity that is still used after the implementation of energy efficiency improvements and cannot be provided by installed solar farms and by energy storage systems can be converted to green energy via purchasing a GO (Guarantee of Origin) or renewable energy certificate on the Power Exchange. In the case of the latter GO, a unit of electricity is generated from green energy but it is not consumed. However, given the fact that the energy appeared on the grid, it can be associated with purchasing party's energy consumption through the purchase of a GO certificate, as certified by the energy trader. With this method, it is possible to convert the total electricity consumption to green. Yet the primary goal is to supply the technologies with locally generated green energy rather than purchased green energy.

Even in 2025, when the Strategy was developed, customers demanded that nearly half of Rába Axle Ltd.'s annual electricity consumption be sourced from green energy. With due regard to this expectation, out of its total electricity consumption for the entire year of 2025 (22,618 MWh) Rába Axle Ltd. converted 3,904 MWh to green energy through GO purchases, while its solar farm generated a total of 7,682 MWh of green energy.

Currently this is the least expensive way to achieve climate neutrality. Over time, the price of green energy that is on the grid but is not consumed by others may rise exponentially; therefore, energy efficiency improvement is a must. The more energy efficiency improves, the less GO purchase is required. In case the demand to achieve climate neutrality increases on the side of large corporations, the price of green electricity on the grid is expected to rise at a faster pace. The price of this Power Exchange product is anticipated to rise at a rate higher than the projected growth of green electricity within the grid portfolio. In other words, it is assumed that the price will increase as a result of higher demand, even though the amount of green energy on the grid will grow steadily. Nevertheless, there is the possibility that in the short term GO price may fall below 50 eurocents. In 2025, Rába purchased GO for exactly 0.5 EUR/MWh.

The installation of carbon sinks

Upon the use of natural gas, the CO₂ balance equals the difference between net carbon dioxide emissions and the carbon dioxide neutralised by carbon sinks.

For non-electrified technologies (which continue to emit residual carbon dioxide as a result of burning natural gas) total emissions need to be offset with the use of carbon sinks. Forests have a significant carbon sequestration capacity. The cost of afforestation consists of two factors. The first one is the per-hectare cost of planting trees, of which a very significant portion (40%) is the cost of fencing off the area. In accordance with forestry principles, a forestry project without fencing is no longer considered successful due to damage caused by game. The second factor of afforestation cost is the cost of forest maintenance. Further costs include damage caused by droughts and by pests (such as chafer grubs) and damage caused by game despite fencing. Regarding the CO₂ sequestration capacity of forests, the median value that can be used for calculations up to 2025 is 5 tons of CO₂ captured per hectare. The carbon sequestration capacity of a forest of growing trees is lower than that; by contrast, an older forest (provided that is managed by professional forestry staff) can capture up to 9 tons per year. The calculation is based on the calculations of a state forestry holding, according to which even a forest of 10-year-old trees is capable of sequestering, on the average, 6 tons

of carbon dioxide per year. The Company's calculation, when based on the average value of 5 tons, yields a more reliable result than calculating with the continuously increasing carbon sequestration capacity of the forest, broken down by periods would, given the fact that the achievement of such sequestration capacity is uncertain and depends on multiple factors.

The Group owns the property registered under lot number Écs 0134/2, designated as an abandoned test track, which physically corresponds to the Rábaring area in Écs. The property of approximately 100 hectares is currently covered by patches of wooded areas of varying sizes. Approximately 20% of the area is suitable for economically viable forestry management. Over time, it will be indispensable to incorporate state-owned or privately managed forest areas into the afforestation project alongside the areas owned by the Group. The project is currently in the phase of requests for quotations.

Use of nearly 100% recycled raw materials

On the path toward carbon neutrality, Rába Group intends to approximate by 2050 the use of 100% recycled raw materials. The reason for that is that the carbon emissions from recycled raw materials are lower than those from materials produced from new raw materials. The information on the use of steel as raw material was provided by the three major steel mills supplying Rába, in response to a specific request for data. This means that the recycled content of incoming raw materials can be determined for only some of the Company's suppliers.

The basis of calculation

The assessment of manufacturing technology took more than six months. The calculations that serve as a basis for the Strategy were made in collaboration by the Manufacturing Development department, the Chief Energy Engineer, the ESG Coordinator and the responsible technical managers. The calculation identifies, for each subsidiary, the technologies to be developed or replaced, the energy currently consumed by the technology under review, the potential energy and CO₂ savings achievable through development or replacement, and the associated costs of such measures. The calculation considers the payback period for each technological development or replacement, as well as for improvements in building energy efficiency. The calculation forms an integral part of the Strategy approved by the Board of Directors. Still, it is to be noted that, as mentioned above, the Sustainability Report is not intended to provide a detailed description of the Strategy broken down by investment. The purpose of the Sustainability Report is to help its users understand the Strategy.

Based on the calculations underlying the Strategy, a matrix was created that identifies the main improvement areas for each site and the magnitude of resulting energy savings. The planning was based on the payback period for each investment. Where the highest improvement could be achieved with minimal investment, the projects were prioritised for earlier implementation; investments with less favourable payback ratios were deferred.

The order of priority is aligned not only with this basic principle, but also with the needs of production development. The Company has previously planned to implement the investments identified as priorities by Production Development, even if such investments were not the most advantageous in terms of payback periods.

Scenarios

In the course of setting up the Strategy, Rába Group's business plan for the coming years is taken into account. The Strategy seeks to implement as sustainability investments several projects that would have been implemented in any case for operational safety reasons. However, as per the the Strategy, in the course of the implementation of an operational safety investment, sustainability aspects will also be taken into consideration. In other words, sustainability investments overlap with maintenance work that was already planned, resulting in a solution that can be implemented under any scenario. In the framework of the Strategy, Rába does not anticipate a decline in capacity for another five years.

The objective of Rába is continuous development. At the scenario level, the Strategy also envisages that, in the event that production volumes continue to grow alongside emissions as a result of the conclusion of new contracts, climate goals will not be compromised as sustainability performance improves.

The adopted strategy entails three scenarios

Scenario 1: Maintaining the base-year production volume

Scenario 2: Growth to the maximum production capacity level

Scenario 3: Further growth following capacity expansion

The starting point is the same for each scenario: the Group will implement all developments related to technology, building energy systems, energy efficiency, solar farms and other specified green initiatives that are feasible based on current knowledge.

In the framework of the analysis, Rába examined its own resilience in relation to its potential responses to climate change-induced risks when evaluating the IROs. Under each scenario, all investments must be implemented to ensure the highest level of resilience. By adopting the Strategy, Rába's Board of Directors has committed to making the necessary resources available to implement the Strategy under all scenarios.

The energy efficiency investments specified for Scenario 1 also apply to the other scenarios. To achieve the goals, GO purchases and the installation of carbon sinks will also be required.

As per Rába's current calculations, without compensation measures (GO purchases, afforestation) it will not be able to meet its CO₂ targets. When setting its targets, in the course of reduction Rába also takes compensation measures into consideration. Rába deems that without these measures it is not possible to achieve the targets specified in the Paris Agreement by 2050. The tables in Chapter E1-4 show the achievable targets (with and without offsetting), broken down by company and by site.

Rába's Sustainability Strategy explicitly outlines the investments and energy and building energy system efficiency upgrades for each planning period.

Scenario 1: Maintaining the production volume of 2024

This scenario assumes that the status quo will persist until 2050; that is, production volume will remain at the level determined in the base year until 2050. This means that both energy consumption and emissions remain constant, with no technological changes introduced. This is a highly theoretical scenario which serves as a basis for the Strategy and for determining its cornerstones for the sake of facilitating the planning process. Realistically speaking, however, it is highly unlikely that the number of partners, the production volumes and associated energy consumption and emissions will remain unchanged until 2050. When designing the scenarios, the Company focused exclusively on the development of its production capacity, and adjusted the scope of necessary and sufficient measures accordingly. In the event that under the specific climate change scenarios international targets become stricter or more lenient compared to those specified in the Paris Agreement, the Group will revise its strategic goals.

Accordingly, Scenario A was developed to provide a foundation for the Strategy. Here the Company assumes that energy consumption, the 2024 production volume and associated CO₂ emissions (as specified in the 2024 Sustainability Report) will remain constant until 2050.

CAPEX for technological developments and other green investments (2025–2050)

The total amount of investments (CAPEX) planned to be implemented in the given period to achieve the sustainability goal of mitigating climate change

At this point, the Group notes that in the course of strategic planning it treated its emission reduction targets as a single entity in terms of Scope 1, Scope 2, and Scope 3 electricity upstream emissions values, that is, it did not separate them by Scope. Consequently, in the Sustainability Report the Group cannot specify which GHG emission Scopes (1, 2 and/or 3) are covered by the target, the share related to each respective GHG emission Scope and which GHGs are covered by the reduction. Scope 1, Scope 2, and Scope 3 upstream electricity reductions were treated as a single unit and all actions were designed with this in mind.

in HUF million

	Rába Axle Ltd. (Győr)	Rába Axle Ltd. (Sárvár)	Rába Automotive Components Ltd. (Mór)	Rába Automotive Components Ltd. (Esztergom)	REKARD LLC.	Rába Group
2025-2030	8,094	250	1,025	13	62	9,444
2031-2035	1,860	820	1,200		281	4,161
2036-2040	1,767	618	420		113	2,918
2041-2045	1,011		261			1,272
2046-2050	2,606		371			2,977
Total	15,338	1,688	3,277	13	456	20,772

In every case, the developments are indicated broken down by subsidiary and by site, with all variables taken into account. Given the fact that the infrastructure used by Rába Axle Ltd. and Rába Vehicle Ltd. is essentially the same, the developments at the Reptéri út site in Győr are indicated as developments used both by Rába Axle Ltd. and to a larger extent.

In 2025, the Group spent 2,421,170 thousand HUF (CAPEX) on achieving its sustainability goals.

Afforestation (2025-2050)

The total amount of afforestation projects (CAPEX) planned to be implemented in the given period to achieve the sustainability goal of mitigating climate change, plus the operating expenses (OPEX) for forest maintenance.

in HUF million

	Rába Axle Ltd. (Győr)	Rába Axle Ltd. (Sárvár)	Rába Automotive Components Ltd. (Mór)	Rába Automotive Components Ltd. (Esztergom)	REKARD LLC.	Rába Group
2025-2030	0	0	0	0	0	0
2031-2035	118	7	78	6	9	218
2036-2040	157	8	105	9	12	291
2041-2045	196	10	131	11	15	363
2046-2050	235	13	157	13	18	436
Total	706	38	471	39	54	1,308

As for afforestation, Rába calls attention to the fact that the figures presented above contain not only the costs of planting forests, but also the annual cost of forest maintenance (OPEX) at a rate of HUF 200,000 per hectare.

GO purchases (2025-2050)

The total amount of GO purchase projects (CAPEX) planned to be implemented in the given period to achieve the sustainability goal of mitigating climate change

in HUF million

	Rába Axle Ltd. (Győr)	Rába Axle Ltd. (Sárvár)	Rába Automotive Components Ltd. (Mór)	Rába Automotive Components Ltd. (Esztergom)	REKARD LLC.	Rába Group
2025-2030	0	0	0	0	0	0
2031-2035	5	0	1	0	0	6
2036-2040	10	0	1	0	1	12
2041-2045	15	1	1	0	1	18
2046-2050	21	1	1	0	1	24
Total	51	2	4	0	3	60

Definition of CO₂e reduction target (2025-2050):

In connection with technology development, as well as other building energetics, energy efficiency and solar panel investments, afforestation, and GO purchase projects, the following CO₂e reductions can be achieved with appropriate CAPEX expenditures (calculations show the feasibility of achieving net-zero CO₂e emissions before 2050):

Scope 1, 2 and 3 upstream CO₂ emissions from electricity at the end of the period examined (t/year CO₂e)

	Rába Axle Ltd. (Győr)	Rába Axle Ltd. (Sárvár)	Rába Automotive Components Ltd. (Mór)	Rába Automotive Components Ltd. (Esztergom)	REKARD LLC.	Rába Group
2025-2030	12,355	852	1,642	70	1,002	15,921
2031-2035	8,723	476	1,258	53	614	11,124
2036-2040	5,830	199	685	35	376	7,125
2041-2045	2,965	51	260	18	188	3,482
2046-2050	0	0	0	0	0	0

Scenario 2: Growth to the maximum capacity level

Under Scenario 2, Rába Group's production volume will increase from the current 70% capacity utilisation to 100% by 2030. In the framework of this scenario, production volume cannot expand any further without further capacity building. Under this scenario, Rába Group would implement all energy efficiency investments outlined in Scenario 1 in the course of the given five-year planning periods. The difference in the CO₂ balance resulting from the production volume increase would be offset at the Group level through increased afforestation and GO purchases.

in HUF million

	Afforestation at Rába Group level	GO purchases Rába Group level
2025-2030	0	0
2031-2035	305	8
2036-2040	407	17
2041-2045	509	25
2046-2050	610	33
Total	1,831	83

As for afforestation, it is to be noted that the figures presented above contain not only the costs of planting forests, but also the annual cost of forest maintenance (OPEX) at a rate of HUF 200,000 per hectare.

Scenario 3 – Further growth after development

Under Scenario 3, production volume would reach the maximum production capacity level by 2030 (this being similar to the Scenario 2 situation), and in the period from 2031 to 2035 production capacity expansion would take place. This expansion would enable production volume to reach a level of 150% over the next fifteen-year period, that is, by 2050.

Under this scenario, Rába Group would implement all energy efficiency investments outlined in Scenario 1 in the course of the given five-year planning periods. The difference in the CO₂ balance of the capacity increase would be offset through increased afforestation and GO purchases (as in Scenario 2).

in HUF million

	Afforestation at Rába Group level	GO purchases Rába Group level
2025-2030	0	0
2031-2035	663	18
2036-2040	884	36
2041-2045	1,104	54
2046-2050	1,325	73
Total	3,976	181

As for afforestation, it is to be noted that the figures presented above contain not only the costs of planting forests, but also the annual cost of forest maintenance (OPEX) at a rate of HUF 200,000 per hectare.

Currently, Rába Axle Ltd. has an Environmental Policy, and Rába Automotive Components Ltd. has a Quality, Environmental, Health and Safety Policy. Moreover, the entire Group has a GHG Reduction Strategy (described above), which forms part of the 5-year business strategy and planning. The Sustainability Strategy and the GHG Reduction Plan were adopted within the framework of the five-year business strategy. These documents, taken together, offer a plan to align the Company's economic activities (revenues, capital expenditures) with the criteria set forth in Commission Delegated Regulation (EU) 2021/2139.

Rába is not excluded from the EU reference indicators aligned with the Paris Agreement.

The Company specifies its strategic objectives, long-term directions and the priority order of goals to be achieved in its strategic plans, and sets forth its short-term targets in its annual business plans, to be approved by the Board of Directors of RÁBA Plc. The Company has embedded its carbon neutrality goals into its business strategy. Therefore, the Sustainability Strategy is part of the business strategy, which also incorporates the Greenhouse Gas Emissions Reduction Strategy. Broken down into practical action plans (depending on available resources), it is embedded into the business plans for each fiscal year, with the necessary investments and resources specified.

In 2024, the Group implemented a solar farm development project. The results of the energy mix greening were beginning to show at the Group level as early as in 2025: the solar farms generated 7,682 MWh of clean green energy.

In 2025, the replacement of natural gas-powered technologies with electricity-based technologies also began.

The achievement of the objectives specified in the Sustainability Strategy must be subjected to continuous monitoring. Within the framework of such monitoring, the results achieved must be evaluated, while, in response to changes in the socio-economic environment, the measures leading to the realisation of the strategic goals must also be periodically reviewed. Given the fact that the transition plan was completed at the end of 2025, the results have not been assessed as yet; such assessment is to be performed at a later stage of strategy implementation.

During the reporting period, the Company had no coal, oil and gas-related economic activities, nor significant related CapEx amounts invested.

Information on the trends in carbon dioxide equivalent emissions for 2025 (compared to emissions in the base year of 2024) is available [here](#).

ESRS 2 SBM-3 E1 Material impacts, risks and opportunities and their interaction with strategy and business model, and ESRS 2 IRO-1. Description of the processes to identify and assess material climate-related impacts, risks and opportunities

The processes to identify impacts, risks and opportunities are presented in detail in disclosures under ESRS 2 General Disclosures. The processes to identify and assess material climate-related impacts, risks and opportunities do not differ from the process described above. Therefore, the identification process described earlier is relevant for this section's subject matter as well, and is available [here](#).

Identified material impacts related to climate

- The impact of climate change on market conditions
Impact: negative / positive impact
Time horizon: long-term impact
Scope: corporate group

- Impact of climate change on the adoption of new technologies
Impact: positive impact
Time horizon: short/mid-term impact
Scope: corporate group
- Changes in regulatory environment
Impact: negative / positive impact
Time horizon: long-term impact
Scope: corporate group
- Changes in market conditions
Impact: negative / positive impact
Time horizon: mid-term impact
Scope: upstream, corporate group, downstream
- Lack of energy performance certificate
Impact: negative impact
Time horizon: short-term impact
Scope: corporate group
- Energy dependency
Impact: negative impact
Time horizon: short-term impact
Scope: corporate group
- Energy savings
Impact: positive impact
Time horizon: mid-term impact
Scope: corporate group
- Service interruption.
Impact: negative impact
Time horizon: short-term impact
Scope: corporate group

Identification of climate change risks

Some of the risks identified in connection with climate change are direct physical risks, while others are indirect risks arising during the transition process. On this basis, the Group has identified the risks as follows:

Climate-related physical risks

- Service interruption
Time horizon: short-term risk
Scope: corporate group
- Energy dependency
Time horizon: short-term risk
Scope: corporate group

Climate-related transition risks:

- The impact of challenges caused by climate change on the company's operations
Time horizon: long-term impact
Scope: corporate group
- The impact of climate change on market conditions
Time horizon: long-term risk
Scope: corporate group
- Impact of climate change on the adoption of new technologies
Time horizon: short-term risk

- Scope: corporate group
- Changes in market conditions
Time horizon: mid-term risk
Scope: corporate group, upstream, downstream
- Changes in regulatory environment
Time horizon: long-term risk
Scope: corporate group

Identified opportunities related to climate change

- The impact of challenges caused by climate change on the company's operations
Time horizon: long-term opportunity
Scope: corporate group
- The impact of climate change on market conditions
Time horizon: long-term opportunity
Scope: corporate group
- Impact of climate change on the adoption of new technologies
Time horizon: mid-term opportunity
Scope: corporate group
- Energy savings
Time horizon: mid-term opportunity
Scope: corporate group
- Changes in market conditions
Time horizon: mid/long-term opportunity
Scope: corporate group
- Changes in regulatory environment
Time horizon: mid/long-term opportunity
Scope: corporate group

Rába's sustainability strategy takes into account the negative impacts of climate change as well. It is intended to establish, through the measures set forth in Rába's Sustainability Strategy, the necessary resilience which may then serve as a key to a sustainable corporate future. The time horizons for the resilience analysis were as follows: short, medium and long term. With regard to energy prices, Rába's business plan takes into account the risks posed by climate change. In the course of reviewing and assessing IROs, Rába examined the impacts, risks, and opportunities related to climate change mitigation and to transition alike. Through IRO assessment, Rába had an insight into its own resilience and vulnerability to climate change risks. Rába is able to adjust or adapt its strategy and business model to climate change over the short-, medium- and long-term through securing ongoing access to finance at an affordable cost of capital and through its ability to redeploy, upgrade or decommission existing assets.

With regard to its own activities, Rába has not identified assets and business activities that are incompatible with a transition to a climate-neutral economy.

These goals have been and will continue to be formulated in line with the objectives set in the Paris Agreement. Through this decision-making mechanism, the Company continuously monitors the achievement (or lack thereof) of climate goals at the international level, and in each fiscal year adjusts its measures accordingly. As explained above, the Company reviews its strategy, in light of developments related to international agreements and in conformity with any new climate goals, be they stricter or more lenient. The Company conducts a double materiality analysis whenever a major change occurs, but at least once a year.

The Company identifies transition events in the course of preparing its Sustainability Strategy. Among the identified risks, the Company has identified the physical and transition risks specified above. The Company's operations are vulnerable to these physical and transition risks. Heavy rainfall, which occurs alongside more frequent extreme weather conditions, can cause leaks in the production halls.

E1-2 Policies related to climate change mitigation and adaptation

Environmental policies play a major role among Rába's management documents. The [Environmental Policy](#), which sets forth Rába's commitment to sustainability, is a document publicly available and accessible to anyone on the Company's website. The Policy was adopted by the Company's Managing Director, and the Company itself is responsible for implementing the provisions specified therein.

Rába is committed to continuing to operate an Environmental Management System compliant with the MSZ EN ISO 14001:2015 standard, to continuously improve it and to provide the resources necessary for that purpose. Currently, Rába Axle Ltd., Rába Automotive Components Ltd. and REKARD LLC. have an environmental management system certified according to ISO 14001:2015. A key goal for the Group is to protect the environment, ensure sustainable development and continuous improvement, and apply the best available technology. With that in mind, it has defined the following principles with regard to the environmental aspects of its operations. Rába, being one of Hungary's companies with the longest history, seeks to preserve its reputation in the long term, and intends to augment it with new values and with efforts to protect the environment. Rába does everything within its capabilities to prevent and reduce harmful emissions. It takes measures to preserve the good condition of environmental elements such as water, soil, air and the built environment. It seeks to ensure sustainable development, in other words, to minimise the use of materials and energy required for the manufacture of products. Rába makes continuous efforts to identify opportunities to apply the best available technology and in the operation of its Environmental Management System focuses on continuous improvement. The Group aims to contribute to setting environmental objectives and provides the necessary conditions and tools to achieve them. It complies with all aspects of its legal obligations, takes into consideration its stakeholders' demands, and develops its environmental objectives with all of these factors in mind.

The strategic objectives outlined in the Environmental Policy include implementing investments to improve energy efficiency, applying a life-cycle approach in product manufacturing, and ensuring that all stakeholders are informed about the environmental aspects of the Group's activities. The policies do not explicitly mention climate change mitigation, adaptation to climate change or the use of renewable energy.

E1-3 Actions and resources in relation to climate change policies

Rába is committed to achieving sustainability goals; therefore, in 2025 and even before, it implemented several sustainability investments that contribute to climate change mitigation and to the improvement of environmental performance. As noted above, sustainability investments are one of the strategic goals set forth in its Environmental Policy. To this end, the Group took the necessary measures in 2025, just as it did in 2024.

Significant investments in 2025

Energy efficiency upgrades to the roof of Hall 67000 with the framework of as part of the Factory Rescue project – installation of a new PV3 solar farm

The investment is listed as an eligible and aligned activity among the investments falling in line with the 2025 Taxonomy Regulation.

CAPEX: HUF 2,347,008,511

In the course of the project, some skylight structures that currently form a part of the roof will be demolished and replaced with a thermally insulated new roof section of the following layer sequence: trapezoidal sheet metal, PIR closed-cell rigid foam thermal insulation, waterproofing. The existing roof sections (other than those consisting of the skylight structures) will be retrofitted with thermal insulation: the current roof layer sequence will be retained, with PIR closed-cell rigid foam thermal insulation and new waterproofing added. The roof will be fitted with new skylight and ventilation domes.

A solar panel system will be installed on the roof. Solar panels planned to be installed are as follows:

- Producer: Astronergy

- Type: Astro N7s
- Power of solar panel module: 510 Wp
- Number of solar panels: 11,352
- Total installed DC power: 5789.52 kWp

Roof will be fitted with 15 Huawei inverters:

- Producer: Huawei
- Type: SUN2000-330KTL-H1
- Nominal power of inverter: 300 kW
- Number of inverters: 15
- Total AC power: 4,500 kW

A transformer, encased in concrete, with a voltage rating of 0.8/22 kV and a capacity of 2 × 2,500 kVA, will be installed adjacent to the hall. Work began in 2025; the roof insulation and a part of the solar farm have partly been installed. The construction process continues in 2026.

As of now, it is not possible to determine the greenhouse gas emission reductions achievable through the implementation of this investment.

Implementation of LED lighting upgrades

The investment is listed as an eligible, but not aligned activity among the investments falling in line with the 2025 Taxonomy Regulation.

CAPEX: HUF 23,254,677

Energy savings achieved as a result of the investment: 501,783 kWh/year of electricity, equivalent to 260 tCO₂e/year.

At the Mór site of Rába Automotive Components Ltd., the lighting installed in the welding production area and in the MQB production area failed to provide the required illumination levels. Again, upgrading the lighting was indispensable to ensure compliance with the relevant legal requirements. Obviously, the use of new fluorescent lights results in energy savings.

As of now, it is not possible to determine the greenhouse gas emission reductions achievable through the implementation of the investment at the Mór site.

Installation of forklift charging points at the Győr site

The investment is listed as an eligible and aligned activity among the investments falling in line with the 2025 Taxonomy Regulation.

CAPEX: HUF 6,351,000

In 2025, Rába procured new Li-ion battery-powered rented forklifts. In 2025, at Rába Axle Ltd. 47 new electric forklifts were put into service, while one propane-powered forklift was removed from service. The new electric forklifts meet the increased demand and provide for better environmental performance than new natural gas-powered forklifts would. Thus, at Rába Axle Ltd. the number of electric forklifts increased to 92, while that of gas-powered forklifts decreased to 12.

The acquisition of new forklifts called for the installation of new charging stations, given the fact that many newly acquired machines needed connecting points for charging which Rába did not have at the time, and the fact that the charging capacity available at the time was insufficient to meet the demand arising from the replacement of gas-powered forklifts with electric ones. The newly installed charging stations ensure more reliable operation as they fall in line with the new, stricter electrical standards.

As of now, it is not possible to determine the greenhouse gas emission reductions achievable through the implementation of this investment.

Utilisation of waste heat from compressors – implementation

The investment is listed as an eligible and aligned activity among the investments falling in line with the 2025 Taxonomy Regulation.

CAPEX: HUF 15,250,000

Within the framework of an efficiency-enhancing investment, in 2024 the Company installed a system at its central site in Győr that ensures that the heat generated by some of the compressors be recovered and used in the technological processes. Such heat utilisation is achieved through recycling the waste heat generated. As part of the project, the central compressor house was replaced with local compressors installed next to each operational technology, effectively eliminating pressure loss during transport.

The energy efficiency investments which began in 2024, were completed in 2025.

Energy savings achieved as a result of the investment: 8,565 GJ/year of thermal energy, equivalent 606 tCO₂e/year.

Operating the existing solar farm

The investment is listed as an eligible and aligned activity among the investments falling in line with the 2025 Taxonomy Regulation.

OPEX: HUF 9,115,000

The solar farm (of a total power of 4,800 kW and installed at two locations last year) was completed and commissioned in 2024, and began generating electricity to a substantial degree in 2025.

Energy savings achieved as a result of the investment: 7,682,000 kWh/year of electricity, equivalent to 3,980 tCO₂e/year.

For investments where no quantified value of savings is specified, there is no available data on the basis of which it would be possible to determine, with the level of accuracy required by ESRS, the emission reductions achieved by the measure.

Other investments (The investments are not listed among the investments falling in line with the 2025 Taxonomy Regulation.)

Replacement of Gate A1 in Hall 67000

Redesign of a single-cell cooling tower – design work

Improvement of heating efficiency; upgrading the heating system with modern HVAC equipment

Development of the district heating system – design work

Replacement of the DC batteries at the Mór site

E1-4. Targets determined in connection with climate change mitigation and adaptation

Rába's goal is to achieve decarbonization in accordance with the strategy outlined in E1-1 and thereby mitigate the impact on climate change. The Sustainability Strategy states that Rába is committed to implementing the provisions of the Paris Agreement and to ensuring that the global average temperature rise remains below 1.5 °C. Rába's GHG emission reduction goal is to achieve fully climate-neutral operations by 2050, as outlined in the Sustainability Strategy, and to secure the necessary financial resources to do so.

Additional goals include to further increase the share of renewable energy in the energy mix, to replace natural gas-based technologies with electric technologies, as well as to further increase investments in energy efficiency, and to offset the remaining CO₂ emissions, where applicable, by installing carbon sinks.

The Board of Directors of RÁBA Plc. decided at the end of 2025 on the short-, medium-, and long-term steps of the decarbonization transition plan. The goal of the strategy is to achieve carbon-neutral operations by 2050.

Definition of a CO₂e reduction target (2025-2050)

With the technology development and other building energy, energy efficiency and solar panel investments, forestation and GO purchase projects, upon adequate CAPEX, the following CO₂e reductions can be achieved:

Scope 1,2,3 electricity upstream CO₂ emission at the end of the reporting period (t/year CO₂e)

	Rába Axle Ltd. (Győr)	Rába Axle Ltd. (Sárvár)	Rába Automotive Components Ltd. (Mór)	Rába Automotive Components Ltd. (Esztergom)	REKARD LLC.	Rába Group
2025-2030	12 355	852	1 642	70	1 002	15 922
2031-2035	8 723	476	1 258	53	614	11 124
2036-2040	5 830	199	685	35	376	7 125
2041-2045	2 965	51	260	18	188	3 480
2046-2050	0	0	0	0	0	0

Although the Group considers its emission reduction targets to be scientifically based, it has not commissioned an external audit by an SBTi validator.

With regard to measures aimed at mitigating climate change, in support of the implementation of the transition plan, the Company describes and quantifies the planned investments and financing provided. It refers to key performance indicators for capital expenditures aligned with the taxonomy and, where applicable, to capital expenditure plans.

This chapter provides a detailed overview of the expected decarbonization measures and their quantitative contribution to achieving GHG reduction targets. Rába treated its emission reduction targets as a single entity in terms of Scope 1, Scope 2, and Scope 3 electricity upstream emissions, rather than separating them by Scope.

In pursuit of the decarbonization targets outlined in the referenced chapter, Rába also plans to introduce new technologies through electrification, and alongside these investments, the role they play in achieving its GHG emission reduction targets can be determined as shown in the table.

The table below summarizes the decarbonization targets along with the mitigation measures:

Rába Axle Ltd. – Győr – planned emissions reduction tCO₂e

		Annual emissions reduction 2025-2030	Annual emissions reduction 2031-2035	Annual emissions reduction 2036-2040	Annual emissions reduction 2041-2045	Annual emissions reduction 2046-2050
Base emission in 2024.	21 785					
Emission reduction to be achieved during the review period (Gross GHG reduction total)		9 430	813	73	46	311
Energy efficiency and reduction in consumption		877	650	73	46	59
Material efficiency and reduction in consumption		0	0	0	0	0
Fuel change		1 274	0	0	0	0
Electrification		206	0	0	0	0
Use of renewable energy		5 757	0	0	0	252
Phase-out, replacement or modification of product		0	0	0	0	0
Phase-out, replacement or modification of process		1 316	163	0	0	0
GO purchase		0	2 623	5 247	7 870	10 493
Forestation		0	196	196	196	196

Rába Axle Ltd. - Sárvár planned emissions reduction tCO₂e

		Annual emissions reduction 2025-2030	Annual emissions reduction 2031-2035	Annual emissions reduction 2036-2040	Annual emissions reduction 2041-2045	Annual emissions reduction 2046-2050
Base emission in 2024.	1 174					
Emission reduction to be achieved during the review period (Gross GHG reduction total)		322	228	129	0	0
Energy efficiency and reduction in consumption		27	228	129	0	0
Material efficiency and reduction in consumption		0	0	0	0	0
Fuel change		0	0	0	0	0
Electrification		0	0	0	0	0
Use of renewable energy		295	0	0	0	0
Phase-out, replacement or modification of product		0	0	0	0	0
Phase-out, replacement or modification of process		0	0	0	0	0
GO purchase		0	138	275	413	551
Forestation		0	10	10	10	10

Rába Automotive Components Ltd. - Mór planned emissions reduction tCO₂e

		Annual emissions reduction 2025-2030	Annual emissions reduction 2031-2035	Annual emissions reduction 2036-2040	Annual emissions reduction 2041-2045	Annual emissions reduction 2046-2050
Base emission in 2024.	3 129					
Emission reduction to be achieved during the review period (Gross GHG reduction total)		1577	107	296	147	162
Energy efficiency and reduction in consumption		416	0	143	147	160
Material efficiency and reduction in consumption		0	0	0	0	0
Fuel change		0	0	0	0	0
Electrification		0	0	0	0	0
Use of renewable energy		1 161	0	0	0	0
Phase-out, replacement or modification of product		0	0	0	0	0
Phase-out, replacement or modification of process		0	107	153	0	2
GO purchase		0	148	294	441	588
Forestation		0	130	131	131	131

Rába Automotive Components Ltd. - Esztergom - planned emissions reduction tCO₂e

		Annual emissions reduction 2025-2030	Annual emissions reduction 2031-2035	Annual emissions reduction 2036-2040	Annual emissions reduction 2041-2045	Annual emissions reduction 2046-2050
Base emission in 2024.	82					
Emission reduction to be achieved during the review period (Gross GHG reduction total)		12	0	0	0	0
Energy efficiency and reduction in consumption		12	0	0	0	0
Material efficiency and reduction in consumption		0	0	0	0	0
Fuel change		0	0	0	0	0
Electrification		0	0	0	0	0
Use of renewable energy		0	0	0	0	0
Phase-out, replacement or modification of product		0	0	0	0	0
Phase-out, replacement or modification of process		0	0	0	0	0
GO purchase		0	7	13	20	27
Forestation		0	11	11	11	11

REKARD LLC: - planned emissions reduction tCO₂e

		Annual emissions reduction 2025-2030	Annual emissions reduction 2031-2035	Annual emissions reduction 2036-2040	Annual emissions reduction 2041-2045	Annual emissions reduction 2046-2050
Base emission in 2024.	1 048					
Emission reduction to be achieved during the review period (Gross GHG reduction total)		46	200	51	0	0
Energy efficiency and reduction in consumption		46	81	51	0	0
Material efficiency and reduction in consumption		0	0	0	0	0
Fuel change		0	0	0	0	0
Electrification		0	0	0	0	0
Use of renewable energy		0	119	0	0	0
Phase-out, replacement or modification of product		0	0	0	0	0
Phase-out, replacement or modification of process		0	0	0	0	0
GO purchase		0	172	345	518	691
Forestation		0	16	15	15	15

Rába Group - planned emissions reduction tCO₂e

Base emission in 2024.		Annual emissions reduction 2025-2030	Annual emissions reduction 2031-2035	Annual emissions reduction 2036-2040	Annual emissions reduction 2041-2045	Annual emissions reduction 2046-2050
Emission reduction to be achieved during the review period (Gross GHG reduction total)	27 308					
Energy efficiency and reduction in consumption		11 386	1 348	548	194	473
Material efficiency and reduction in consumption		1 378	959	396	194	218
Fuel change		0	0	0	0	0
Electrification		1 274	0	0	0	0
Use of renewable energy		205	0	0	0	253
Phase-out, replacement or modification of product		7 213	119	0	0	0
Phase-out, replacement or modification of process		0	0	0	0	0
GO purchase		1 316	270	152	0	2
Forestation		0	3 088	6 175	9 262	12 348
Base emission in 2024.		0	363	363	363	363

The last two lines show reductions related to GO purchases and forestation projects in each period.

Regarding GO purchases, it must be noted that the chart shows cumulative data, which means that in addition to the remaining electricity consumption the certification corresponding to the remaining electricity consumption of previous periods has to be purchased as well for each period.

E1-5. Energy consumption and structure

Rába's operations are considered highly energy-intensive; consumption of both natural gas and electricity is significant, in line with the characteristics of the industry. A portion of the electricity comes from green energy generated at three locations across two sites, thanks to the solar parks installed and commissioned in 2024. The solar park installed at the Sárvár site has been generating power since August 2024; however, the solar parks installed at two locations at the Győr site did not yet contribute significantly to production in 2024, as they were only commissioned during the December plant shutdown period. In 2025, energy generation from the solar systems in both Győr and Sárvár developed as planned, enabling the Company to achieve significant results regarding green energy usage compared to 2024. Electricity generated from green energy increased from 153 MWh to 7,683 MWh. The solar panel systems cover 25% of Rába Axle Ltd.'s annual electricity consumption. Due to the use of purely green energy, the Company's Scope 2 location-based emissions decreased from 13,792 tCO₂e in 2024 to 9,922 tCO₂e. If we also include in the reduction green energy (GO) purchased from the market, then market-based emissions decreased from 13,792 tCO₂e to 6,909 tCO₂e.

In addition to natural gas and electricity, the Company uses thermal energy at its Győr site. Most of the purchased thermal energy is used to heat the production halls and office buildings, while a smaller portion is used to meet technological needs. Heat energy consumption outside the heating season decreased by 961 GJ, owing to the compressor waste heat recovery system commissioned in 2025. Overall, heat consumption increased during the winter months due to colder-than-usual weather.

Energy consumption also includes the gasoline and diesel fuel consumption of the leased vehicles. Some of the forklifts are electric, so their consumption is reflected in electricity usage. Others are powered by LPG, which contributes to LPG consumption in the energy mix.

To manage energy-related issues, the Group employs an in-house energy engineer; in addition, as was the case in 2024, an external service provider will prepare monthly energy reports in 2025 as well. Energy consumption is thus continuously monitored; the goal is to continuously reduce energy

consumption and increase the share of renewable energy, which has been and will continue to be achieved through the energy efficiency and other green investments described.

Energy consumption by member company

2024.

	Ratio of renewable energy (electricity)	Ratio of renewable energy (total energy)	Electricity, MWh	Solar panel, MWh	Thermal energy, MWh	Natural gas, MWh	Gasoline, MWh	Diesel fuel, MWh	LPG, MWh	Total energy consumption, MWh
RÁBA Plc.	0%	0%	117	0	71	0	53	74	0	315
Rába Axle Ltd. (Győr site)	0,39%	0,18%	26 226	102	11 305	19 556	48	34	574	57 845
Rába Axle Ltd. (Sárvár site)	7,58%	5,33%	1 865	153	0	821	0	0	30	2 869
Rába Axle Ltd.	0,9%	0,42%	28 091	255	11 305	20 377	48	34	604	60 714
Rába Automotive Components Ltd. (own Mór site)	0%	0%	2 620	0	0	4 306	26	29	215	7 196
Rába Automotive Components Ltd. (Mór rental site)	0%	0%	819	0	0	1 388	0	0	0	2 207
Rába Automotive Components Ltd. (Esztergom site)	0%	0%	51	0	0	218	0	34	122	425
Rába Automotive Components Ltd.	0%	0%	3 490	0	0	5 912	26	63	337	9 828
Rába Vehicle Ltd.	0%	0%	347	0	488	0	20	15	0	870
REKARD LLC:	0%	0%	1 587	0	0	896	0	0	0	2 483
Rába Group total	0,75%	0,34%	33 632	255	11 864	27 185	147	186	941	74 210

2025.

	Ratio of renewable energy (electricity)	Ratio of renewable energy (total energy)	Electricity, MWh	Solar panel, MWh	Thermal energy, MWh	Natural gas, MWh	Gasoline, MWh	Diesel fuel, MWh	LPG, MWh	Total energy consumption, MWh
RÁBA Plc.	0%	0%	97	0	98	0	123	163	0	481
Rába Axle Ltd. (Győr site)	25,51%	11,38%	21 033	7 204	13 106	21 247	81	129	475	63 275
Rába Axle Ltd. (Sárvár site)	23,17%	14,22%	1 585	478	0	1 220	0	12	66	3 361
Rába Axle Ltd.	25,35%	11,53%	22 618	7 682	13 106	22 467	81	141	541	66 636
Rába Automotive Components Ltd. (own Mór site)	0%	0%	2 485	0	0	4 979	53	104	209	7 830
Rába Automotive Components Ltd. (Mór rental site)	0%	0%	708	0	0	1 231	0	0	47	1 986
Rába Automotive Components Ltd. (Esztergom site)	0%	0%	55	0	0	276	0	10	121	462
Rába Automotive Components Ltd.	0%	0%	3 248	0	0	6 486	53	114	377	10 278
Rába Vehicle Ltd.	0%	0%	277	0	524	0	39	27	0	867
REKARD LLC.	0%	0%	1 602	0	0	1 267	0	2	0	2 871
Rába Group total	21,62%	9,47%	27 842	7 682	13 728	30 220	296	447	918	81 133

The share of renewable solar energy is specified in the tables in relation to both electricity and total energy consumption. The Company achieved a significant increase in the share of renewable energy compared to 2024, as the production from solar panel systems commissioned in 2024, covering a full calendar year, was recorded for the first time in 2025. Accordingly, the share of renewable energy, which was less than 1% in 2024, was increased by approximately 20%, bringing the share of renewable energy to 21.63% of electricity consumption and to nearly 10% of total energy consumption. The solar panel system in Győr generated 7,204 MWh of electricity in 2025, while the one in Sárvár generated 478 MWh.

The breakdown of the Group's total energy consumption by energy source, in accordance with the disclosure standards, was prepared using the most recent energy mix data published by the energy trader MVM. Accordingly, a portion of the electricity consumed comes from renewable solar energy, another portion from nuclear energy, and a third portion from fossil fuels.

The thermal energy consumed stems entirely of fossil fuels, which, of course, also applies to natural gas, fuel and LPG consumption as well.

Total energy consumption by primary energy source

2024.

	Fossil fuels, MWh	Nuclear, MWh	Renewable i. fuel (biomass, bio-fuel, biogas, hydrogen from renewable sources), MWh	Renewable, ii. consumption of electricity, heat, steam, and cooling purchased or obtained from renewable sources, MWh	Renewable, iii. consumption of self-generated renewable energy not derived from fuel, MWh
RÁBA Plc.	246	45	0	24	0
Rába Axle Ltd. (Győr site)	42 349	10 018	0	5 376	102
Rába Axle Ltd. (Sárvár site)	1 621	713	0	382	153
Rába Axle Ltd.	43 970	10 731	0	5 758	255
Rába Automotive Components Ltd. (own Mór site)	5 659	1 000	0	537	0
Rába Automotive Components Ltd. (Mór rental site)	1 726	313	0	168	0
Rába Automotive Components Ltd. (Esztergom site)	395	19	0	11	0
Rába Automotive Components Ltd.	7 780	1332	0	716	0
Rába Vehicle Ltd.	666	133	0	71	0
REKARD LLC.	1 552	606	0	325	0
Rába Group total	54 214	12 847	0	6 894	255

2025.

Through the commissioning of the solar panel park, the improvement in self-generated green energy is noteworthy, increasing from 255 MWh annually in 2024, to 7 682 MWh annually in 2025.

	Fossil fuels, MWh	Nuclear, MWh	Renewable i. fuel (biomass, bio-fuel, biogas, hydrogen from renewable sources), MWh	Renewable, ii. consumption of electricity, heat, steam, and cooling purchased or obtained from renewable sources, MWh	Renewable, iii. consumption of self-generated renewable energy not derived from fuel, MWh
RÁBA Plc.	419	42	0	20	0
Rába Axle Ltd. (Győr site)	42 599	9 120	0	4 352	7 204
Rába Axle Ltd. (Sárvár site)	1 868	687	0	328	478
Rába Axle Ltd.	44 467	9 807	0	4 680	7 682
Rába Automotive Components Ltd. (own Mór site)	6 238	1 078	0	514	0
Rába Automotive Components Ltd. (Mór rental site)	1 533	306	0	147	0
Rába Automotive Components Ltd. (Esztergom site)	426	25	0	11	0
Rába Automotive Components Ltd.	8 197	1 409	0	672	0
Rába Vehicle Ltd.	689	121	0	57	0
REKARD LLC.	1 845	695	0	331	0
Rába Group total	55 617	12 074	0	5 760	7 682

Ratio of fossil and renewable energy sources

2024.

Rába Axle Ltd.	Non-renewable energy generation, MWh	Renewable energy generation, MWh
RÁBA Plc.	0	0
Rába Axle Ltd. (Győr site)	0	102
Rába Axle Ltd. (Sárvár site)	0	153
Rába Axle Ltd.	0	255
Rába Automotive Components Ltd. (own Mór site)	0	0
Rába Automotive Components Ltd. (Mór rental site)	0	0
Rába Automotive Components Ltd. (Esztergom site)	0	0
Rába Automotive Components Ltd.	0	0
Rába Vehicle Ltd.	0	0
REKARD LLC.	0	0
Rába Group total	0	255

2025.

Rába Axle Ltd.	Non-renewable energy generation, MWh	Renewable energy generation, MWh
RÁBA Plc.	0	0
Rába Axle Ltd. (Győr site)	0	7 204
Rába Axle Ltd. (Sárvár site)	0	478
Rába Axle Ltd.	0	7 682
Rába Automotive Components Ltd. (own Mór site)	0	0
Rába Automotive Components Ltd. (Mór rental site)	0	0
Rába Automotive Components Ltd. (Esztergom site)	0	0
Rába Automotive Components Ltd.	0	0
Rába Vehicle Ltd.	0	0
REKARD LLC.	0	0
Rába Group total	0	7 682

The Company had no energy generation from non-renewable sources in either 2024 or 2025.

Energy consumption from fossil fuel sources

2024.

	Fossil				
	Consumption of fuel derived from coal and coal products, MWh	Consumption of fuel derived from crude oil and oil products, MWh	Consumption of fuel derived from natural gas, MWh	Consumption of fuel derived from other fossil fuel, MWh	Consumption of electricity, heat, steam or cooling purchased or obtained from fossil sources, MWh
RÁBA Plc.	0	127	0	0	119
Rába Axle Ltd. (Győr site)	0	83	19 556	574	22 136
Rába Axle Ltd. (Sárvár site)	0	0	821	30	770
Rába Axle Ltd.	0	83	20 377	604	22 906
Rába Automotive Components Ltd. (own Mór site)	0	55	4 306	215	1 083
Rába Automotive Components Ltd. (Mór rental site)	0	0	1 388	0	338
Rába Automotive Components Ltd. (Esztergom site)	0	34	218	122	21
Rába Automotive Components Ltd.	0	89	5 912	337	1 442
Rába Vehicle Ltd.	0	35	0	0	631
REKARD LLC.	0	0	896	0	656
Rába Group total	0	334	27 185	941	25 754

2025.

	Fossil				
	Consumption of fuel derived from coal and coal products, MWh	Consumption of fuel derived from crude oil and oil products, MWh	Consumption of fuel derived from natural gas, MWh	Consumption of fuel derived from other fossil fuel, MWh	Consumption of electricity, heat, steam or cooling purchased or obtained from fossil sources, MWh
RÁBA Plc.	0	286	0	0	133
Rába Axle Ltd. (Győr site)	0	210	21 247	475	20 667
Rába Axle Ltd. (Sárvár site)	0	12	1 220	66	570
Rába Axle Ltd.	0	222	22 467	541	21 237
Rába Automotive Components Ltd. (own Mór site)	0	157	4 979	209	893
Rába Automotive Components Ltd. (Mór rental site)	0	0	1 231	47	255
Rába Automotive Components Ltd. (Esztergom site)	0	10	276	121	19
Rába Automotive Components Ltd.	0	167	6 486	377	1 167
Rába Vehicle Ltd.	0	66	0	0	623
REKARD LLC:	0	2	1 267	0	576
Rába Group total	0	743	30 220	918	23 736

The consumption of fossil fuels derived from coal, crude oil, and natural gas increased at group level from 2024 to 2025, according to the table, with the exception of consumption from other fossil sources. The latter showed a clear decline. Heat energy from fossil fuels decreased from 25,754 MWh to 23,736 MWh.

Energy intensity based on accounting net revenue

Energy intensity indicates how many MWh of energy are required to generate 1,000 forints of net revenue; in other words, total energy consumption must be divided by total revenue. For subsidiaries, this total revenue was calculated based on consolidated revenue. The lower the resulting figure, the less energy is needed; the higher the figure, the more energy is required to generate one million forints of net revenue.

2024.

	Total energy consumption, MWh	Net sales revenue, thousand HUF	Total energy consumption / net sales revenue, MWh/thousand HUF
RÁBA Plc.	315	662 995	0,0004751167
Rába Axle Ltd..	60 714	37 439 501	0,0016216562
Rába Automotive Components Ltd.	9 828	15 542 383	0,0006323355
Rába Vehicle Ltd.	870	1 993 068	0,000436513
REKARD LLC.	2 483	2 098 268	0,0011833569
Rába Group total	74 210	57 736 215	0,0012853285

2025.

	Total energy consumption, MWh	Net sales revenue, thousand HUF	Total energy consumption / net sales revenue, MWh/thousand HUF
RÁBA Plc.	481	685 233	0,0007019510
Rába Axle Ltd..	66 636	34 955 011	0,0019063361
Rába Automotive Components Ltd.	10 278	13 595 668	0,0007559761
Rába Vehicle Ltd.	867	2 890 918	0,0002999047
REKARD LLC.	2 871	2 109 458	0,0013610131
Rába Group total	81 133	54 236 288	0,0014959173

According to the figures shown in the chart, energy intensity has deteriorated at group level, since the energy used has increased, while the sales revenue coupled with energy consumption has declined.

Of the the high climate impact sectors, in 2024. The Company generated sales from the machine industry only.

Net revenue from activities carried out in sectors with a significant climate impact, used to calculate energy intensity	HUF 57 736 215 000
Net revenue (other)	0
Total net revenue (financial statements)	HUF 57 736 215 000

There was no change in this year either:

Net revenue from activities carried out in sectors with a significant climate impact, used to calculate energy intensity	HUF 54 236 288 000
Net revenue (other)	0
Total net revenue (financial statements)	HUF 54 236 288 000

E1-6. Gross and total GHG emissions under Scope 1., 2., 3.

Rába does not form part of the emissions trading system. As a result, the related mandatory disclosures do not apply to the Group.

To perform the calculations, the Company used the GHG Protocol methodology; where expert estimates were required, it used the most appropriate Spend-Based or Activity-Based method. Emissions data are available for four of Rába's competitors; the Company collected this data from the CDP database and used it for benchmarking. For the Group's associated enterprises, joint ventures, unconsolidated subsidiaries (investment entities), and contractual agreements under joint arrangements organized through non-legal entities (i.e., jointly controlled operations and assets), Rába accounts for GHG emissions in proportion to the degree of operational control exercised over them. However, Gidrán Armored Vehicles Ltd. did not carry out any activities in 2025 either, so its emissions could not be taken into account in proportion to the degree of operational control.

Rába group's Scope 1 Scope 2 Location-Based, Market-Based, Scope 3 emissions measured in metric tons and expressed in CO₂ equivalent

	2024.	2025.
Scope 1	6 200	7 004
Scope 2 location-based	13 792	9 923
Scope 2 market-based	13 792	6 909
Scope 1-2 location-based	19 992	16 927
Scope 1-2 market-based	19 992	13 913
Scope 3	350 237	303 426
Total emissions Scope 1-2-3 location-based	370 229	320 353
Total emissions Scope 1-2-3 market-based	370 229	317 339

The above emissions are given in carbondioxide equivalent, which includes all GHG emissions: CO₂, CH₄, N₂O, HFC, PFC, SF₆ and NF₃. The Group of companies cannot provide the values for the individual GHGs.

For Scope 2, both location-based and market-based emissions have been determined. Since MVM Plc. is the universal service provider and the source of the country-specific indicator, the difference between the two values is the result of the GO purchase. For its own Scope 1-2 emissions, the Company used the location-based data.

Scope 1 emissions in detail

Data sources used to determine direct emissions:

- Fleet data
- Natural gas consumption
- LPG consumption

Emissions [tCO₂e]:

Fuel consumption	2024.	
	Gasoline	Diesel
RÁBA Plc.	14	20
Rába Axle Ltd.	13	9
Rába Vehicle Ltd.	5	4
Rába Automotive Components Ltd.	7	17
REKARD LLC.	0	0
Rába group total	39	50
Rába group total		89

Fuel consumption	2025.	
	Gasoline	Diesel
RÁBA Plc.	32	43
Rába Axle Ltd.	21	38
Rába Vehicle Ltd.	10	7
Rába Automotive Components Ltd.	14	31
REKARD LLC.	0	1
Rába group total	77	120
Rába group total		197

The reason for the increase in fuel consumption between 2024 and 2025, as shown in the table is that the number of vehicles increased from 28 to 31, with kilometres run increasing from 746 772 to 833 696.

	2024.	
	Natural gas	LPG
RÁBA Plc.	0	0
Rába Axle Ltd.	4 416	142
<i>Győr</i>	4 238	135
<i>Sárvár</i>	178	7
Rába Vehicle Ltd.	0	0
Rába Automotive Components Ltd.	1281	79
<i>Mór</i>	1234	50
<i>Esztergom</i>	47	29
REKARD LLC.	194	0
Rába group total	5891	221

	2025.	
	Natural gas	LPG
RÁBA Plc.	0	0
Rába Axle Ltd.	4868	127
<i>Győr</i>	4 604	112
<i>Sárvár</i>	264	15
Rába Automotive Holding Plc.	0	0
Rába Vehicle Ltd.	0	0
Rába Automotive Components Ltd.	1405	88
<i>Mór</i>	1 078	49
<i>Mór rental</i>	267	11
<i>Esztergom</i>	60	28
REKARD LLC.	275	0
Rába group total	6548	215

Fugitive emissions

In 2025, two technical problems with refrigerant leak occurred. These were reported to the National Climate Protection Agency's Greenhouse Gas Database.

1. The gas valve on the Bystronic Bystar 4020 laser cutting machine malfunctioned, causing a gas leak. 12 kg of 407C gas was refilled. The leak resulted in emissions of 21.6 tCO₂e.
2. The malfunction in the Phoenix 450 unit was caused by the rupture in a compressor branch pipe. 15 kg of R134a refrigerant was refilled. The leak resulted in emissions of 21.45 tCO₂e.

The technical issues were resolved; the gas leak resulted in a total of 43.05 tCO₂e in fugitive emissions.

Scope 2 emissions in detail

Data sources used to determine direct emissions:

- Electricity consumption
- Heat energy

Emissions [tCO₂e]:

	2024.			2025.		
	Location-based electricity	Market-based electricity	Heat energy	Location-based electricity	Market-based electricity	Heat energy
RÁBA Plc.	38	38	18	31	26	25
Rába Axle Ltd.	8 980	8 980	2 881	4760	4 023	3340
Győr	8 460	8 460	2 881	6702	5666	3340
Sárvár	602	602		505	427	
Renewable						
Győr	-33	-33		-2295	-1941	
Sárvár	-49	-49		-152	-129	
Rába Vehicle Ltd.	112	112	125	88	74	134
Rába Automotive Components Ltd.	1 126	1126		1035	876	
Mór central site	1 110	1110		791	670	
Mór rental site				226	191	
Esztergom	16	16		18	15	
REKARD LLC.	512	512		510	432	
GoO					-2021	
Rába group total	10 768	10 768	3 024	6424	3410	3499

Megjegyzés: The negative figures shown in the table are the non-emitted carbondioxide equivalents for the green energy generated by the solar farm. These need to be subtracted since the Group of companies showed in the methodology behind the calculation the carbondioxide equivalents for the entire energy consumption, which also included the emissions, for the solar energy, which did not, however, actually materialise.

Scope 3 emissions in detail

Data sources used to determine direct emissions:

1. Distribution data
2. Sales data
3. Amount of waste
4. Fleet data
5. Water consumption
6. Staff figures

Specific categories and emissions [tCO₂e]:

	Categories			2024.	2025.
1	Goods and services purchased	relevant	calculated	62 569	61 822
2	Capital assets	relevant	calculated	2 103	531
3	Fuel and energy related activities	relevant	calculated	8 373	6 528
4	Upstream delivery and distribution	relevant	calculated	1 021	1 013
5	Operational waste	relevant	calculated	5 955	4 130
6	Business travels	relevant	calculated	34	29
7	Employee commuting	relevant	calculated	1 509	2 172
8	Upstream leased assets	relevant	calculated	38	95
9	Downstream delivery and distribution	relevant	calculated	1 579	1 793
10	Processing of products sold	Non-relevant	Not calculated	–	–
11	Use of products sold	relevant	calculated	267 056	225 313
12	End-of-life cycle disposal of products sold	Non-relevant	Not calculated	–	–
13	Downstream leased assets	Non-relevant	Not calculated	–	–
14	Franchise	Non-relevant	Not calculated	–	–
15	Capital expenditures	Non-relevant	Not calculated	–	–
	Rába csoport összesen:			350 237	303 426

Rába reviewed all 15 Scope 3 categories listed in the GHG Protocol and, for those deemed relevant or for which data was available, determined the Group's emissions. Five categories were not deemed to be relevant and thus emission values were not determined for them. These are:

- Processing of products sold: In the case of the processing of products sold, the Group sells finished products, which do not require further processing and are used directly for installation or use. No emissions result from further processing by third parties.
- End-of-life-cycle disposal of sold products: no information is available regarding the management or disposal of sold products at the end of their life cycle; the Company has no direct or indirect influence over the products' post-use fate. The vast majority of products sold by the Group have a long service life and are essentially reusable.
- Downstream leased assets: The Group does not lease out assets and has no emissions related to this category.
- Franchises: The Group does not engage in franchise activities and has no emissions related to this category.
- Capital expenditures: Rába did not consider this category relevant; the Group has no investments whose operations would result in emissions. Rába Vehicle Ltd. holds a stake in Gidrán Armored Vehicles Ltd, which did not commence active operations in 2025.

The Group does not disclose the percentage of calculated emissions attributable to suppliers or other partners in the upstream and downstream value chain because the calculations were not based on primary data provided by its partners, but were prepared in accordance with industry standards.

The Group's Scope 3 emissions were not determined based on direct data reporting from partners, but rather using the hybrid spend-based and material-based (activity-based) approaches accepted by the GHG Protocol. Since the majority of the most significant partners in the value chain did not publish data on their emissions or information was not available for the year 2025, factors derived from the exiobase database, which contains industry-specific averages, were used. For most partners, emissions associated with each Scope 3 category were determined uniformly using this methodology. Exiobase is an established, multiregional input-output database (EE-MRIO) enriched with global environmental data, which enables the determination of spend-based and material-based emissions by industry. The Exiobase database contains tens of thousands of emission factors for hundreds of activities across 163 industries and 44 regions.

With partners for whom more precise data on their activities were available, the Group applied a material-based (activity-based) approach and used factors from relevant databases approved by the GHG Protocol (e.g., DEFRA). If partners had published their emissions in publicly available databases, the Group used these to determine its emissions (e.g., CDP reports, AIB).

GHG intensity based on net revenue

Group-level disclosures regarding GHG intensity include the CO₂ equivalent of total GHG emissions per net revenue, measured in metric tons. GHG intensity was calculated using both the location-based and the market-based approach. Revenue refers to consolidated net revenue in thousand HUF.

GHG intensity based on net revenues using the location-based approach:

320 308:54 236 288=0,0059057877 CO₂e/thousand HUF revenue

GHG intensity based on net revenues using the market-based approach:

317 295:54 236 288=0,0058502344 CO₂e/ thousand HUF revenue

There was a calculation error in the 2024 data. In that instance, the revenue was incorrectly divided by emissions, rather than the other way around. The corrected figure for last year can be found in BP-2:[here](#)

E1-7. GHG mitigation projects financed through GHG absorption and carbon credits

Rába does not currently finance projects that would result in GHG absorption. No such financing related to the upstream or downstream value chain took place in 2025 either.

Nor were there any GHG emission reductions or absorptions resulting from projects outside the value chain, aimed at mitigating climate change and financed through the purchase of carbon credits in the year under review.

However, due to the Group's sector-specific characteristics, financing GHG absorption projects will be essential in the future to achieve the net-zero emissions reduction target set out in the sustainability strategy. The planned future financing forms part of the sustainability strategy approved by the Board of Directors of RÁBA Plc.

E1-8. Internal carbon dioxide pricing

Currently Rába does not apply an internal carbon dioxide pricing system.

E1-9. Expected financial impacts resulting from material physical and transitional risks and from climate-related potential opportunities

The Company has decided to avail itself of the exemption provided for in Commission Delegated Regulation (EU) 2025/1416 *on amending the first set of European Sustainability Reporting Standards* and not to disclose information on this topic.

E2 - POLLUTION**ESRS 2 IRO-1 Description of the processes to identify and assess material pollution-related impacts, risks and opportunities**

As a result of the risk analysis, the only relevant pollution-related issue for Rába is air pollution and its prevention. Based on the risk analysis presented in the ESRS 2 general disclosures, the topics of water pollution, soil pollution, contamination of living organisms and food sources, substances of concern, substances of very high concern and microplastics are not considered material topics in the case of Rába.

The category of air pollution is also considered relevant more because of air pollution levels than because of air pollution in the legal sense of the term. Air pollution is, in fact, the loading of the air exceeding the emission limit values. There is no evidence of this in the case of Rába, either previously or in the year under review. In 2025, annual monitoring of Rába Axle Ltd.'s VOC point sources and five-year monitoring of point sources associated with other technologies took place. No exceedance of limit values was observed for any of the point sources. It is nevertheless clear that Rába's

activities have an impact on air quality, as its point sources emit air pollutants, including some GHG gases, into the air within the permitted emission limits.

Impacts identified in the area of air pollution:

- Point source emissions
Impact: negative
Timeframe: medium-term impact
Scope: Group
- Optimisation difficulties
Impact: negative
Timeframe: medium-term impact
Scope: Group

During the stakeholder analysis, the Company outlined the methods for engaging with the affected communities in accordance with the process description.

The methodology for identifying IROs is available: [here](#)

Involvement of interests and views of stakeholders: [here](#)

E2-1. Policies related to pollution

Rába Axle Ltd. and Rába Automotive Components Ltd. – as outlined in the section on climate change mitigation – have an environmental policy. The environmental policy governs the principle of pollution prevention, in line with the Environmental Protection Act. Accordingly, Rába does everything in its power to prevent and reduce emissions. The Company takes measures to preserve good air quality. While manufacturing its products, Rába currently uses heat treatment furnaces fuelled predominantly by natural gas for the heat treatment of products. The combustion of natural gas produces greenhouse gas emissions, in addition to other air pollutants. If the energy efficiency of these furnaces can be improved, requiring less natural gas to be burned, harmful greenhouse gas emissions will automatically decrease. When using an electric heat treatment furnace, GHG emissions cease entirely.

Regarding the handling of hazardous substances, a procedural instruction has been drawn up for Rába Axle Ltd., which addresses the minimisation and substitution of substances of concern, as well as the phased phase-out of substances of very high concern.

Both Rába Axle Ltd. and Rába Automotive Components Ltd. have an operational emergency response plan. The operational contingency plan provides a response to any realistically foreseeable incident that may occur. In the case of Rába Vehicle Ltd. and REKARD LLC., the preparation of an operational contingency plan is not a legal requirement.

The Company has conducted a review of its sites and business activities to identify actual and potential pollution-related impacts, risks and opportunities arising from its own operations and within its upstream and downstream value chains.

The methodology of the review is available: [here](#)

E2-2. Actions and resources related to pollution

Among the measures presented in relation to climate change mitigation, those aimed at improving energy efficiency can also be regarded as measures that indirectly reduce emissions, i.e. measures that prevent environmental impact and pollution. As described above, a reduction in either natural gas or electricity consumption leads to a proportional reduction in air pollutant emissions. If Rába reduces emissions within its sites in connection with its own activities, Scope 1 emissions will decrease; if less energy is required from external sources, Scope 2 emissions will decrease.

Relevant pollution-reduction investments implemented in 2025:

- Energy efficiency upgrade works on the roof of the 67,000 m² hall linked to the factory rescue scheme
- Implementation of LED lighting upgrades

- Replacement of Gate A1 in Hall 67000
- Redesign of the single-cell cooling tower – design work
- Improvement of heating efficiency, upgrading of the heating system with state of the art air-conditioning units
- Development of the district heating system – design work
- Installation of forklift charging points at the Győr site
- Replacement of the DC battery bank at the Mór site
- Utilisation of waste heat from compressors – implementation
- Operation of a solar park

A detailed description of the investments can be found: [here](#)

Pollution reduction investments are primarily linked to the reduction of carbon dioxide emissions.

Rába Axle Ltd. and Rába Automotive Components Ltd. both have operational contingency plans. The operational contingency plan covers all realistically foreseeable incidents that are likely to occur. In the case of Rába Vehicle Ltd. and REKARD LLC., the preparation of an operational contingency plan is not a legal requirement.

The measures have been developed for the Group and do not affect the upstream value chain. The impact on the downstream value chain of pollution reduction investments is reflected in the reduced carbon dioxide content of the products sold.

A description of the measures and resources related to material sustainability issues is available: [here](#)

E2-3. Targets related to pollution

The objective set by Rába Axle Ltd., Rába Automotive Components Ltd. and REKARD LLC: is to ensure that the emission limits specified in legislation for their point sources continue to be fully complied with. The method of monitoring this target, the analysis of the results of the prescribed measurements.

The targets set for 2024 were linked to the energy consumption reductions adopted in Rába Axle Ltd.'s KIR system. However, as the link between reducing energy consumption and reducing pollution is indirect, the Company set a new target for 2025.

There are no targets relating to discharges to water, soil contamination, or substances of concern and substances of very high concern, as these are not relevant issues.

The targets set by the Company are based on Government Decree 306/2010 (23 December) on the protection of the air and the Decree of the Minister of Rural Development 6/2011 (14 January) VM on the Rules of Monitoring, Controlling and Evaluation of Air Pollution Levels and Emissions from Located Point Sources of Air Pollutants.

E2-4. Pollution of air, water and soil

Rába Axle Ltd., Rába Automotive Components Ltd. and REKARD LLC. hold point source operating licences, meaning that these subsidiaries operate point sources subject to licensing. Rába Plc. and Rába Vehicle Ltd. do not operate any point sources.

The point sources of the individual subsidiaries are associated with the following technologies:

Rába Axle Ltd., Győr site: painting, thermal energy generation, surface preparation, shot blasting, castings cleaning, galvanising, phosphating, heat treatment, forging, welding, grinding, spark erosion, battery charging, WP painting, WP drying.

Rába Axle Ltd., Sárvár site: heating, hot water supply, steel welding, aluminium bonding, MBI quality assurance, cataphoretic painting

Rába Automotive Components Ltd.: steel welding, MBI quality control, heating, hot water supply, cataphoretic painting, sanding, grinding, combustion technology, powder coating, welding.

REKARD LLC.: gas shielded welding, drying, preheating, heating, solvent-based painting, heat treatment.

The air pollutants associated with point sources reported in 2025 by Rába Axle Ltd., Rába Automotive Components Ltd. and REKARD LLC. are as follows:

Emissions from point sources associated with Rába Axle Ltd.'s technologies:

Ethylbenzene, xylenes, isopropyl alcohol, ethyl alcohol, acetone, 2-butoxyethanol, carbon monoxide, nitrogen dioxide, particulate matter, hydrochloric acid, sodium hydroxide, sulphuric acid, petroleum vapours, isobutyl acetate, toluene, xylenes, ethylbenzene, methyl isobutyl ketone, ethyl acetate, n-butyl acetate, 2-methoxypropyl acetate, n-propylbenzene

Emissions from point sources associated with the technologies of Rába Automotive Components Ltd.:

Carbon monoxide, nitrogen oxides, sulphur dioxide, particulate matter, iron and its compounds, manganese, phosphorus, iron and its compounds, petroleum vapour, zinc and its compounds, nickel and its compounds, chromium and its compounds, cadmium and its compounds, acetone, isopropyl alcohol, butyl glycol, methyl acetate, cyclohexanone, phenol, sodium hydroxide, potassium hydroxide, isopropyl alcohol, carbon monoxide, nitrogen oxide, sulphur dioxide, paraffin hydrocarbons, cyclohexane, toluene, xylenes, ethylbenzene, styrene, methyl acetate, ethyl acetate, ethanol, acetone, 2-methoxypropyl acetate, butyl glycol, butyl acetate, manganese, phosphoric acid, ethyl acetate, butyl acetate, acetone

Emissions from point sources associated with the technologies of REKARD LLC.:

Nitrogen oxide, nitrogen dioxide, particulate matter, carbon monoxide, carbon dioxide, sulphur dioxide and sulphur trioxide, nitrogen oxides, particulate matter, 1,2,4-trimethylbenzene, acetone, petrol derived from C mineral oil, butyl acetate, butyl acetate, ethyl acetate, acetic acid ethyl ester, ethylbenzene, propylene glycol monomethyl ether, particulate matter, toluene, trimethyl benzenes, xylenes, paraffin-CHs, petroleum vapours

The actual quantitative emissions from point sources in 2025 cannot be presented in a valid manner in the absence of the air quality report. Pursuant to Government Decree 306/2010 (23 December) on the protection of the air, the operator of a point source must submit an annual air quality protection report to the environmental protection authority. The air quality protection report details the air pollutants emitted and their quantities. The air pollutants emitted are presented in accordance with the most recent measurement report, which the Company submits to the environmental protection authority. At the time of preparing this Sustainability Report for the 2025 financial year, the relevant measurement report is not available; it has not yet been completed or submitted to the environmental authority. In the absence of this, the quantity of air pollutants emitted cannot be presented.

However, the Group examines emissions from point sources every five years – or annually in the case of VOC-emitting technologies – using standardised, accredited laboratory measurements. In 2025, the five-yearly monitoring of Rába Axle Ltd.'s point sources and the annual monitoring of VOC-emitting point sources took place. The Group wishes to emphasise that, as evidenced by the measurement reports, no exceedance of limit values was observed at any of the point sources. Based on air quality protection declarations and measurement reports from previous years, the authorities did not establish any exceedance of emission limit values or any other breach of air quality protection legislation in respect of any of the subsidiaries.

In the absence of an air quality protection report, it cannot be determined whether the quantities of air pollutants listed in Annex II to Regulation (EC) No 166/2006 reached the quantitative thresholds specified therein. However, based on the measurement report, it can be stated with certainty that Rába's emissions of air pollutants comply with the emission limit values set out in the legislation.

There have been no changes in either the measurement methods or the data collection procedures compared with 2024.

E5 - RESOURCE USE AND CIRCULAR ECONOMY

ESRS 2 IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities relating to resource use and circular economy

The process for identifying significant impacts, risks and opportunities relating to the circular economy is the value chain review itself. This involves seeking the views of stakeholders involved in the value chain. The results of the review will subsequently be taken into account by the Group in relation to the identification and management of risks.

Both topics are covered in detail in ESRS 2: [here](#)

Significant impacts, risks and opportunities related to resource use and the circular economy

With regard to resource inflows, the issue of the inflow and use of steel raw materials at Rába is particularly noteworthy. The group is a major consumer of steel raw materials. The annual steel raw material consumption was 16,690,768 kg in 2025. 100% of the steel used in the forging plant is sourced from within the European Union. Two major Italian and one Czech raw material supplier provide all the raw materials supplied to the forging plant. The supply chain is stable and delivers high-quality raw materials that fully meet the engineers' requirements. Should a steel supplier drop out, another supplier can take its place. The Company has not identified any significant risks in relation to the supply chain. Quality is continuously monitored; suppliers deliver on time, at the agreed price and to the agreed quality standards. For the reasons outlined above, the risks associated with exposure to the steel industry are low.

In the future, the Company intends to place greater emphasis on the procurement of green steel in order to reduce carbon dioxide emissions. Therefore, it has set a strategic target of using raw materials made from nearly 100% recycled secondary raw materials by 2050. It is currently being investigated how Scope 3 emissions can be reduced through steel raw material suppliers. The steel supplied currently meets environmental requirements, as 86.3 per cent of it is made from recycled secondary raw materials. In the absence of critical impacts and risk identification, the Company did not consider the topic of resource use to be a material issue, as outlined above.

Impacts identified in the area of the circular economy:

- Increase in waste volume
Impact: negative
Time horizon: short-term impact
Scope: Group
- Recycled raw materials
Impact: positive impact
Timeframe: medium-term impact
Scope: Group, downstream

Risks identified in the circular economy:

- Increase in waste volume
Timeframe: short-term risk
Scope: Group

Opportunities identified in the circular economy:

- Recycled raw materials
Timeframe: medium-term opportunity
Scope: Group, downstream

Rába has reviewed its sites and business activities to identify actual and potential pollution-related impacts, risks and opportunities arising from its own operations and within its upstream and downstream value chains.

The methodology for identifying IROs is available: [here](#)

E5-1. Policies relating to resource use and the circular economy

Increasing the use of waste

In the case of Rába Axle Ltd., the procedure manual entitled 'Removal of waste from the site' and, in the case of Rába Automotive Components Ltd., the procedure manual entitled 'Waste management' are key documents for on-site waste management. It sets out the most important objectives, procedures and areas of responsibility in this regard. The aim of the procedure is to ensure that waste generated on Rába's premises is removed from the sites in a controlled, documented and traceable manner. It is part of the Group's strategy to strive to increase the use of secondary (recycled) resources and to enforce these expectations throughout the supply chain.

Some of these expectations are set out in the [Supplier Code of Conduct](#), whilst Rába intends to enforce others through individual contracts. According to the Supplier Code of Conduct, Rába expects its partners to use their resources (energy, water, raw materials, other supplies) sustainably, to prevent environmental pollution and to minimise waste, wastewater and air emissions resulting from their business activities. Optimisation of waste management and the mitigation of the environmental risks of hazardous materials generated in relation to operation play an important role in the [environmental policy](#).

Every sector must organise and carry out its activities in such a way as to minimise the generation of waste – particularly hazardous waste – and ensure that the waste generated causes the least possible burden on the environment. Measures must be taken to prevent hazardous waste from entering the soil, surface and groundwater, or the air, thereby causing environmental pollution. Rába expects its partners to use their resources (energy, water, raw materials, other supplies) sustainably, to prevent environmental pollution and to minimise the waste, wastewater and air emissions generated as a result of their business activities.

New waste management procedure manual

At the Győr site, the collection, logistics and management of various types of waste from numerous different departments must be organised in accordance with legislation and sustainability considerations. To coordinate these more effectively, work began in 2025 on preparing a new waste management procedure manual covering the entire site, entitled 'Waste Management'.

Sustainable procurement and use of renewable resources

Rába expects its partners to give priority to, among other things, decarbonisation, energy saving and efficiency, the use of renewable energy sources, the reduction of air pollution, waste reduction and the responsible management of hazardous substances, recycling, minimising water consumption and water quality degradation, noise prevention, protection of farmland and forests, and biodiversity.

Use of raw materials that are nearly 100% recycled

As set out in the Sustainability Strategy, the Rába Group's goal on the path to carbon neutrality is to achieve the use of nearly 100% recycled raw materials in the manufacture of its products by 2050.

Rába has not set a target for reducing the waste content of raw materials sourced from its suppliers by 2026. The results achieved in 2025 are presented under the following heading: [here](#)

E5-2. – Measures and resources relating to resource use and the circular economy

Measures relating to the circular economy follow the principles set out in the chapter on measures and resources relating to key sustainability issues. The chapter is available: [here](#)

The largest raw material consumption at Rába is that of steel. Italian suppliers produce the steel raw material, which, according to their data supply, consists of 94.63 per cent recycled metals, from recycled metals. In contrast, imported Czech steel contains only 26.67 per cent recycled secondary raw material. Taking all this into account and weighting the quantity of steel supplied against the proportion of recycled components, it can be stated that the portion of Rába's steel raw material usage for which the Group knows the exact recycled secondary raw material content derives from the recycling of some form of scrap metal in more than 86.3 per cent of cases. This proportion was

77 per cent in 2024, representing an improvement of 9.3 per cent. Of the 16,690,768 kg of steel raw material used, the Company estimates the recycled secondary raw material content to be 14,766,639 kg.

The Group's sold products, once incorporated into customers' products and subsequently becoming waste during use, meet the criteria of the circular economy by being recyclable due to their steel raw material content.

Rába follows circular business practices. Wherever possible, the Company reuses previously used parts following maintenance and repairs. In addition, it endeavours to purchase products made from secondary raw materials from suppliers to the greatest extent possible. Rába Axle Ltd.. requires that waste generated be removed from its sites in a controlled, documented and traceable manner. It also checks all this as part of environmental audits.

The Supplier Code of Conduct stipulates that Rába is committed to the responsible procurement of materials, products and services that do not harm the environment or exploit people. Rába is committed not only to manufacturing safe products, but also to producing these products using raw materials and processes that have a minimal negative impact on our environment, and expects the same from its partners. Rába expects its partners to ensure that their procurement of raw and basic materials complies with all legal requirements. It is committed to sustainable development, meaning it makes economic, environmental and social decisions that ensure its current needs are met without compromising the ability of future generations to meet their own needs, and expects the same from its partners. For all these reasons, optimising waste management and reducing the environmental risks posed by hazardous substances generated in the course of operations play a key role in our environmental policy. Rába expects its partners to use their resources (energy, water, raw materials, other supplies) sustainably, to prevent environmental pollution and to minimise waste emissions resulting from their business activities. Finally, it also expects its partners to give priority to, among other things, waste reduction, the responsible management of hazardous substances and recycling.

Rába's waste management system has been designed to be in line with the waste hierarchy. Based on the principle of waste prevention, efforts must be made to ensure that prevention, as the highest level of the waste hierarchy, leads to improved resource efficiency and a reduction in the environmental impact of waste. A priority order should be set up for the activities in waste prevention and management. The order applied, taking the hierarchy into account, is as follows:

- prevention of waste generation,
- preparation of waste for reuse,
- recycling of waste,
- other recovery of waste, in particular energy recovery, and
- disposal of waste.

In order to achieve its sustainability goals, Rába implemented the following sustainability investment in 2025, linked to the environmental pillar and aimed at improving waste management performance.

Replacement of oil-filled cables

The investment is listed as an adaptable and aligned activity among the investments eligible under the 2025 Taxonomy Regulation.

CAPEX: HUF 52,560,150

At the central site in Győr, the oil-filled cable connecting sub-stations I and IV has failed on several occasions, making its replacement immediately necessary. Of the site's other oil-filled cables, the first to require replacement were those supplying the transformers for the new development area in the 28,000 square metre hall, as well as the cables connecting Substations I and IV running beneath the planned test track, which were replaced along a route bypassing the test track. The replacement was implemented during 2025.

Procurement of a solvent regeneration unit

The investment is not included among the investments eligible under the 2025 Taxonomy Regulation.

E5-3. Targets relating to resource use and the circular economy

With the exception of the waste hierarchy, the targets set in relation to the circular economy are voluntary, whilst those relating to the waste hierarchy are based on legal obligations.

The description of the circular economy targets includes the information set out in the chapter entitled 'Monitoring the effectiveness of policies and measures through targets': [here](#)

The Company's objective is to enhance circular product design, increase the proportion of circular material use and, at the same time, minimise the use of primary raw materials. Further objectives include the sustainable procurement and use of renewable resources (in line with the principle of hierarchical use), and waste management, including preparation for appropriate treatment.

These objectives are also broadly linked to the elements of the waste hierarchy. Accordingly, Rába's aim is to prevent waste generation. Where this is not possible, it strives to prepare waste for reuse. If this is also not feasible, the aim is to recycle the waste or utilise it in other ways, particularly for energy recovery. Only then may waste be disposed of.

In 2024, the KIR targets were aligned with the specific data for the 2022 base year. However, specific data are only available for the Győr site in the case of Rába Axle Ltd. As no data is available for the Sárvár site, the Company has specified this year's reduction relative to the 2023 base year.

In the case of Rába Axle Ltd., as part of the environmental management system, the following targets were formulated for 2025 in the context of the circular economy:

- Target: To reduce the volume of hazardous waste by 2% annually compared to the KPI of the 2023 base year.

The Group presents the methodology for determining the KPI target value as follows:

The KPI for reducing the volume of hazardous waste has indeed been defined as a specific indicator, i.e. it examines total consumption in proportion to the relevant machine operating hours. The target is a 2% specific reduction on an annual basis, which the Company has set on a rolling basis relative to the actual value of the previous year. The target values are jointly established by the company's technical and energy departments, taking into account technological capabilities, the production structure, and the actual performance of the previous year.

In the case of both hazardous and non-hazardous waste, it should be emphasised that Rába aims to achieve the reduction shown in the indicator not in terms of total volume, but in terms of the specific value relative to machine hours.

In Győr, this indicator was 6.40 in 2023, rose to 6.83 by 2024, and fell by 4.5% to 6.52 by 2025.

In Sárvár, the specific value for hazardous waste was 0.72 in 2023; it rose to 0.83 in 2024, whilst in 2025 it fell by 41.8% to 0.58.

- Target: To reduce the volume of non-hazardous waste by 2% annually compared to the KPI of the 2023 base year.

For non-hazardous waste not recycled:

In Győr, the specific value for 2023 was 0.090, which rose to 0.130 by 2024 and fell to 0.100 by 2025.

In Sárvár, only the 2024 value of 0.28 can be compared, having decreased to 0.21 in 2025.

For recovered non-hazardous waste:

In Győr, the specific value for 2023 was 14.21, which rose to 15.77 by 2024 and fell to 13.45 by 2025.

In Sárvár, the 2023 figure of 6.46 rose to 5.32 in 2024. The 2025 figure of 3.56 represents a decrease compared to the previous year.

Validation of the achievement of the 2025 targets is expected at the KIR audit planned for April 2026. The data for 2024 were validated by an external ISO 14001 audit.

E5-5. – Resource outflows

Resource outflows are not a material sub-topic. However, the mandatory disclosure criteria include information on the volume of waste generated that is considered material. The Group intends to make these disclosures.

According to the disclosure, the Group did not report any data in 2024. The Company is able to supplement the 2024 disclosure in accordance with the structure of the available data. The structure was already revised during the 2025 review, thereby enhancing the quality of the data reporting and making the total quantities comparable.

Waste volumes generated in 2024 in kilograms:

	Rába Plc.	Rába Axle Kft.	Rába Automotive Components Ltd.	REKARD LLC.
Production: non-hazardous 2024	5,210	8304319	2,090,380	No data are available
Production: hazardous 2024	2,050	1,000,000	48,318	No data are available
Municipal: non-selective 2024	0	102,118	0	No data are available
Municipal: selective 2024	540	16,500	43,386	No data are available
Municipal: hazardous 2024	0	470	0	No data are available
Total hazardous 2024	2,050	1,000,000	48,318	29,410
Total non-hazardous 2024	5,750	1,000,000	2,133,766	327,450

Packaging waste generated in 2025 in kilograms:

	Plastic	Paper	Wood	Other
Rába Plc.	0	0	0	0
Rába Axle Ltd.	3,720	9,260	111,420	53,392
Rába Automotive Components Ltd.	2,920	61,220	0	0
Rába Vehicle Ltd.	0	0	0	0
REKARD LLC.	0	0	5,410	4,370
Total:	6,640	70,480	116,830	57,762

Total volume of waste generated in 2025 (in kilograms):

Rába Plc.	0
Rába Axle Ltd.	11,875,752
Rába Automotive Components Ltd.	1,000,000
Rába Vehicle Ltd.	0
REKARD LLC.	316,400
Total:	14 501 776

Total quantity of waste prepared for reuse in 2025 (in kilograms):

	Hazardous	Non-hazardous
Rába Plc.	0	0
Rába Axle Ltd.	0	0
Rába Automotive Components Ltd.	0	0
Rába Vehicle Ltd.	0	0
REKARD LLC.	0	0

The majority of pre-treated (prepared for reuse) waste undergoes some form of recycling process and is thus assigned a final recycling treatment code. A smaller proportion is disposed of following any sorting, and is then assigned a final disposal code. In the table, the Group has provided data based on final treatment codes rather than intermediate pre-treatment codes; consequently, the quantity of pre-treated (prepared for reuse) waste is 0 kilograms.

Total quantity of recycled waste in 2025 (in kilograms):

	Hazardous	Non-hazardous
Rába Plc.	0	0
Rába Axle Ltd.	61,769	1,000,000
Rába Automotive Components Ltd.	37,826	1,000,000
Rába Vehicle Ltd.	0	0
REKARD LLC.	0	0
Total:	99,595	10 293 040

Total quantity of waste that underwent other recovery operations in 2025 (in kilograms):

	Hazardous	Non-hazardous
Rába Plc.	0	0
Rába Axle Ltd.	0	0
Rába Automotive Components Ltd.	0	960
Rába Vehicle Ltd.	0	0
REKARD LLC.	2220	267,720

Total quantity of waste disposed of by incineration in 2025 (in kilograms):

	Hazardous	Non-hazardous
Rába Plc.	0	0
Rába Axle Ltd.	58,006	0
Rába Automotive Components Ltd.	16,456	0
Rába Vehicle Ltd.	0	0
REKARD LLC.	0	0
Total:	74,462	0

Total quantity of waste disposed of in landfills in 2025 (in kilograms):

	Hazardous	Non-hazardous
Rába Plc.	0	0
Rába Axle Ltd.	147	0
Rába Automotive Components Ltd.	1938	86,120
Rába Vehicle Ltd.	0	0
REKARD LLC.	42,500	0
Total:	44,585	86,120

Total quantity of waste disposed of by other disposal operations in 2025 (in kilograms):

	Hazardous	Non-hazardous
Rába Plc.	0	0
Rába Axle Ltd.	1,000,000	0
Rába Automotive Components Ltd.	0	0
Rába Vehicle Ltd.	0	0
REKARD LLC.	0	0
Total:	1,000,000	0

Total amount of waste not recycled in 2025 (in kilograms, as a percentage):

	Kilograms	Percentage
Rába Plc.	0	N/A
Rába Axle Ltd.	1,000,000	30.9%
Rába Automotive Components Ltd.	104,514	4.5%
Rába Vehicle Ltd.	0	N/A
REKARD LLC.	0	0

Total quantity of hazardous waste generated in 2025 (in kilograms, as a percentage):

	Kilograms	Percentage
Rába Plc.	0	0
Rába Axle Ltd.	1,000,000	0
Rába Automotive Components Ltd.	59,024	0
Rába Vehicle Ltd.	0	0
REKARD LLC.	48,680	0

When comparing the data, it can be said that the volume of waste generated increased for all three manufacturing companies. However, as shown in the waste management targets, when calculated per machine hour, an improvement was observed. This means that, calculated per unit of machine hours, there was less waste.

The waste stream characteristic of the sector is primarily non-hazardous steel waste generated during steel machining – typically steel swarf. Furthermore, although packaging waste requires more storage space by its very nature, less of it is generated in terms of weight. At the same time, it is a typical material stream in Rába's manufacturing activities. No radioactive waste is generated from the Company's operations.

The data are based on the annual waste declaration. Waste quantities were determined by weighing at the time of collection.

SOCIETY

S1 – OWN WORKFORCE

This year, the Group considered the following to be a material topic under the S1 – Own Workforce section, based on an assessment of the associated impacts, risks and opportunities: Fair wages, Freedom of association, the existence of works councils, and employees' rights to information, consultation and participation, Health and safety, and Training and skills development. As a result of the double materiality analysis, among the 2024 topics, in accordance with the risk management methodology, and taking into account the views of stakeholders, the topics of Collective bargaining, including the proportion of employees covered by collective agreements, and the Employment and integration of people with disabilities were removed from the 2025 agenda.

The group-level collective agreement was terminated in 2024. No new collective agreement was concluded in 2025, as negotiations between the employer and employee sides failed to produce a consensus that would have provided terms acceptable to both parties.

In the absence of a collective agreement, matters previously regulated at collective level are currently settled primarily through individual agreements or within the framework of the applicable legislation. Nevertheless, employee representative bodies (e.g. trade unions) continue to operate within the Group and participate in consultations with the employer.

The Group endeavours to ensure that employees' interests are adequately safeguarded even in the absence of a collective agreement; however, for the reasons outlined above, the Group does not consider this to be a significant issue.

Due to the nature of the Group's activities and its specificities, it imposes strict health and physical fitness requirements for numerous job roles. A prerequisite for employment in all relevant roles is a preliminary and periodic occupational health assessment, which ensures that employees are capable of safely performing tasks involving increased physical exertion, the handling of heavy objects, and, in some cases, exposure to extreme working environment conditions.

In a significant proportion of physical jobs – including in forges and other production areas – the nature of the work (lifting heavy weights, continuous physical exertion, increased risk of accidents) poses objective limitations to the wider employability of such roles, for example for employees with reduced working capacity or disabilities.

The Group regularly reviews its job roles in order to identify opportunities where, through appropriate adaptation of working conditions or provision of support, a wider range of employees can be engaged. However, in the current operating environment, such opportunities are limited, particularly in production areas. Furthermore, the infrastructure – including the accessibility of office areas – does not currently ensure full accessibility in all cases.

The role of people with disabilities among the workforce needs to be further strengthened; nevertheless, for the reasons outlined above, the Group does not consider this issue to be material.

In a company there are many important things, properties, machinery, technology, but the most important thing is always the people. This did not change in 2025 either.

That is why Rába makes it a priority to find, retain, train and support qualified employees. Rába aims to create a family-friendly, caring workplace culture that enables employees to balance their work responsibilities with their personal lives.

As a responsible employer, Rába places great emphasis on ensuring that all its employees can be proud of the company's ethical and compliant behaviour.

ESRS 2 SBM 2 – Interests and views of stakeholders

The Company's Sustainability Strategy stipulates that the company is mindful of the interests and views of its workforce and respects their rights, including their human rights. Employees can submit constructive ideas and suggestions by placing them in the suggestion boxes located in the lobbies of the head office buildings and in the production halls. Through the employee referral scheme, employees may recommend friends, family members or other acquaintances to the Company to fill vacant positions. If the recommended person is selected, the Group will pay the referring employee the amount specified in the procedural guidelines.

As set out in the strategy, the Company is responsible for the livelihoods of 1,216 people and their families, ensuring fair remuneration, a work-life balance, and healthy and safe working conditions for them. It is committed to respecting human dignity and human rights, guaranteeing freedom of expression, equality and equal opportunities, whilst taking into account and striking a balance between the competitive environment, the company's long-term stable operation and the expectations of its employees.

The identification and assessment of stakeholders from an ESG perspective is key to the development of the corporate sustainability strategy and reporting, which could not be achieved without the support of external and internal stakeholders. Stakeholder identification and regular communication with them help to meet stakeholder expectations and ensure that the company operates in a sustainable and socially responsible way in the long term. The Company conducts a double materiality analysis annually, during which stakeholders are involved in the topic selection process each year.

As a publicly traded company listed on the Budapest Stock Exchange, RÁBA Plc. communicates with its shareholders and other capital market participants through disclosures at the mandatory disclosure places. The Company treats suppliers and customers as key members of the value chain as a priority, as effective cooperation is the basis for economic success. This permeates the strategy, in which this commitment is naturally reflected.

Following a materiality review with internal stakeholders, the Company has identified material impacts, risks and opportunities for its own employees, in line with current processes and procedures. Feedback received during communication with stakeholders is reflected in the strategy. These expectations are reflected in both the HR strategy and the corporate social responsibility strategy, both in the section on employees and in supplier and customer relations. The Company has identified and taken into account human rights and social factors such as diversity, equal opportunities, occupational health and safety, training and development, and employee remuneration. A continuous objective from year to year is to maintain the safe and healthy working environment provided by Rába, where employees can continuously develop their skills and competencies.

ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model.

The actual and potential impacts on Rába's own workforce, as identified in the double materiality analysis, were assessed in light of the Corporate Social Responsibility and HR Strategy adopted in the meantime; that is, the company pays attention to the interests of its own workforce and to respecting their views and rights – including their human rights. It can therefore be said that the actual and potential impacts on the workforce have been taken into account in the strategy and are integral to it. They contribute to its adjustment, if the Company feels the need to do so. In such a case, the strategy is revised.

These impacts affect the Company's own workforce and temporary agency workers.

A company and its employees are in constant interaction with each other. Employees are the fundamental building blocks of the company's performance, and Rába therefore considers it of strategic importance to monitor the actual and potential impacts on employees, factors affecting engagement and work performance, and to review its strategy where necessary.

Should changes in these risks and opportunities necessitate it, the Company will adjust its strategy and/or business plan to the appropriate extent and in the appropriate direction.

The Corporate Social Responsibility Strategy was also adopted in 2025 as part of the Sustainability Strategy. The strategy sets out Rába's relationship with various actors (stakeholders, employees, suppliers, customers), as well as the importance of supporting communities and responsible corporate governance.

Responsible corporate governance

In line with the Corporate Social Responsibility Strategy, the company's management is committed at every level to establishing sustainable business operations and to reforming and improving processes. It is committed to striving for excellence, ensuring that the corporate environment, relationships and products represent the highest standards. Management is convinced that long-term success can only be achieved through sustainable operations. Sustainability means cost-effective management, responsible decision-making, upholding community interests, and investing in the future.

Rába recognises hard work and believes in the power of human innovation. It treats the following as priority issues, without claiming to be exhaustive: the impact on climate change, pollution reduction, responsible energy management, the health and well-being of employees, the improvement of working conditions, supplier relations and integrity. It is proud of the results achieved, but is aware that in many respects it is still only at the beginning of the journey. This focus helps ensure it does not become complacent. Rába is proud of the Group's nearly 130-year history in the automotive industry. At the same time, looking back at the past must not mean dwelling on it. Looking back always serves as a reminder: always keep your eyes on the future.

Stakeholders

According to the Corporate Social Responsibility Strategy, the identification and assessment of stakeholders are key to the development of the corporate sustainability strategy and report, as these could not be realised without the support of external and internal stakeholders. Identifying stakeholders and maintaining regular communication with them helps to meet their expectations and ensures the company operates in a manner that is sustainable in the long term and socially responsible. Rába considers its employees, suppliers and customers to be stakeholders.

Employees

Rába is mindful of the interests, views and rights – including human rights – of its workforce and respects them. The strategy also stipulates, with regard to employees, that the Group is responsible for the livelihoods of more than 1,216 people and their families, and for ensuring fair remuneration, a work-life balance, and healthy and safe working conditions for them. Committed to respecting human dignity and human rights, it guarantees freedom of expression, equality and equal opportunities, whilst taking into account and striking a balance between the competitive environment, the company's long-term stable operation and the expectations of its employees. Dialogue at Rába is not a

one-sided declaration, but a two-way exchange of views that embraces the other person's perspective and seeks to understand it, during which the parties listen to one another and represent each other's interests. Everyone is responsible for behaving honestly and fairly and always making ethical decisions. The Company believes that by working as a team, employees can achieve more together than they can individually. This can lead to mutual satisfaction for both employer and employee.

Rába also has an Equal Opportunities Plan, the aim of which is to demonstrate exemplary conduct towards its employees and partners, in line with its social responsibility, by creating an inclusive and diverse workplace and by taking measures to prevent potential discrimination. The Plan sets out the measures taken and the conduct to be followed in order to promote equal opportunities. It ensures equal treatment and equal opportunities right from the recruitment process, and supports the integration of new recruits and career starters through various programmes. It continuously provides various benefits for employees and aims to offer special care to our ageing workforce. It provides its employees with access to education and training programmes, rewards long service at Rába, and helps to balance work commitments with family responsibilities. It focuses on improving the situation of those with reduced working capacity, with a view to facilitating their return to work and transition to retirement. It focuses on community building and strengthening the sense of belonging.

Supporting communities

In line with its Corporate Social Responsibility Strategy, Rába regularly supports local civil society organisations, children's foundations and associations with in-kind and financial donations. It supports various regional community events through sponsorship partnerships (such as balls, wine festivals, rally races, career days, university conferences, football teams and book publications). It believes in the community's power to create, and that doing good and helping selflessly are virtues in society. It does not offer help in the hope of receiving something in return, but believes in helping others whenever it can. By expanding various programmes, it intends to continue along this path and further develop these initiatives.

Suppliers

The Strategy states: the Group is responsible for the selection of its suppliers, ensuring that it works only with partners who accept its corporate culture, values and ethical standards. To this end, it has also created a Supplier Code of Conduct. Upon signing a contract, its contractual partners must accept its approach, principles and values regarding data protection, human rights and the importance of human dignity, as well as the fight against human trafficking, child labour and forced labour. Suppliers must commit to avoiding conflicts of interest, protecting reputation, responsible sourcing of raw materials, sustainable development, product safety, preventing corruption, environmental protection, occupational health and safety, social responsibility, fair market conduct, protection of trade secrets, corporate assets, and the operation of a whistleblowing system.

Customers

As set out in the Strategy, Rába's products are manufactured to the highest quality standards, guaranteeing the very best. The world's leading agricultural machinery and heavy goods vehicle manufacturers choose Rába's products over in-house development. Transparency and openness are fundamental principles that not only permeate corporate governance and process management but also define its relationships with customers. Its products guarantee the highest level of protection for both the customer and the end-user. Rába is competitive in terms of price, whilst the quality of its products is unrivalled globally. Rába is ready to develop, adapt and green its technologies in line with customer needs, thereby improving them as much as possible.

HR Strategy

The primary objective of the HR strategy is to implement a human resources policy that aligns with the company's vision and is built on its values. As a company supplying complex engineering solutions and products, the delivery of high value-added activities is of key importance to the company. To ensure the availability of a team of skilled professionals capable of managing resources efficiently and effectively, the Company focuses on identifying and recruiting potential employees, developing existing key staff, and providing performance-based incentives. By aligning corporate objectives with the needs of its employees, Rába provides its staff with financial security, opportunities for profes-

sional development and personal career progression, alongside ongoing challenges. Rába's committed employees, who pursue strategic and business objectives, represent the competence whose nurturing and development leads to business excellence.

In the interests of sustainable development, strategic-level responses are required to the persistent employment problems in both the region and the automotive industry, the quantitative and structural shortages, the financing of an increasingly expensive workforce, and changing employee expectations. In addition to the traditional HR functions used to date, which are primarily based on internal resources, development and reorganisation, the future will require the adoption of non-traditional methods and procedures that involve additional resources and costs. The planned actions and new methods build on one another, reinforce each other and respond to internal and external expectations.

To improve recruitment and retention capabilities, employer branding must be strengthened and employee loyalty fostered. In addition to ensuring attractive, structured and transparently measurable career paths, resources allocated to training and intensive induction must be further increased. To ensure employee satisfaction and, consequently, better performance, it is also essential to improve working conditions and morale, and to support team-building events for staff.

In the area of wage management, the shift in approach already underway must continue, with the emphasis remaining on quality and performance-based pay. The Group must align itself with regional wage levels to the extent possible, a factor which has placed significant pressure on the Company in recent years. All of this must be accompanied by flexible workforce management. The aim is for employees to receive fair, competitive remuneration and recognition based on corporate and individual performance.

Effective workforce management must be supported from a business perspective by adapting to changing demands, through automation, by making 'make or buy' decisions, and by utilising external funding sources.

Strategic measures/objectives for each HR area:

Recruitment measures/objectives:

- using new recruitment channels
- building the employer brand
- closer cooperation with secondary and higher education institutions providing a supply of skilled workers (Dual Programme, Practising Programme)
- in temporary placement, instead of uniform requirements and low costs, increasing flexibility requirements, implementing a cash-pool system and remuneration aligned with this

Training measures/objectives:

- expansion of basic vocational training
- accelerated initial training

Staff retention measures/objectives:

improving working conditions and employee well-being

- support for team-building events

Pay management measures/objectives:

- Establishment of a salary bracket system. The aim is to retain skills and reduce staff turnover. Preparing for pay transparency.
- Performance- and results-based pay structure

The HR strategy sets out the main directions for the HR department and defines the objectives to be achieved. These individual objectives will be implemented through decisions taken in 2026 to achieve the overarching goal. They will be evaluated in the next report.

Identified impacts on own workforce:

- Impact of wage increases
Impact: positive impact

Timeframe: short-term impact

Scope: Group

- Effects of merger opportunities
Impact: positive impact
Timeframe: short-term impact
Scope: Group
- Impact of health risks
Impact: negative
Timeframe: medium-term impact
Scope: Group
- Reduction in the number of accidents
Impact: positive impact
Timeframe: medium-term impact
Scope: Group
- Effects of continuous competence development
Impact: positive impact
Timeframe: short-term impact
Scope: Group

The identified negative impacts relate to individual cases and incidents; they are not systemic. The positive impacts affect the Company's employees on a wide scale.

Identified risks to own workforce:

- Health risks
Timeframe: medium-term impact
Scope: Group

Identified opportunities for own workforce:

- Wage increases
Timeframe: short-term impact
Scope: Group

The Group has not identified any particularly high-risk groups among either its own employees or temporary agency workers.

The impacts, risks and opportunities identified apply to both own employees and temporary agency workers.

Of the risks listed, those arising from the impacts on the Group's own workforce and the associated dependencies are as follows:

- Risks of staff fluctuation
- Employee dissatisfaction
- Loss of staff due to accidents at work and risks to the Company's reputation
- Risks associated with new entrants
- Training risks
- Increased risk of accidents at work for people with disabilities

Of the opportunities listed, those arising from the impacts on the Group's own workforce and the associated dependencies are as follows:

- Motivating pay can lead to improved efficiency and effectiveness
- Collective agreement, favourable for both parties
- Improved quality of healthcare service
- Reduction in the number of accidents at work
- Opportunity to improve training and education

- Training to ensure the supply of new professionals within the Group
- Exploitation of subsidies and tax benefits for people with disabilities

Of the risks and opportunities listed above arising from the impacts on the Company's own workforce and the associated dependencies, the Company has not identified any that relate to a specific group of employees rather than the entire workforce.

The Group has not identified any significant impact, risk or opportunity on its own workforce arising from transition plans aimed at reducing negative environmental impacts and implementing greener and climate-neutral operations.

There are no risks of forced labour or child labour in relation to the Group's own workforce. No such risk was identified during the investigation. The prohibition of forced labour and child labour is a core corporate value that allows for no tolerance whatsoever in this regard.

The Company has not identified any group within its own workforce with specific characteristics that would expose them to a greater risk of any negative impact or risk compared to others.

S1-1. – Policies related to own workforce

Rába ensures the recruitment, retention and development of its workforce through compliance with the external legal environment and internal regulatory documents and expects all employees to comply with the letter and spirit of those (legal) regulations.

In accordance with the Equal Opportunities Plan, the Company ensures equal treatment and equal opportunities already during the recruitment process, publishes job advertisements in a way that is accessible to all and reaches as many people of the target groups as possible, selects candidates on the basis of job competence only, and does not reject applications from older workers on any grounds related to their age.

In accordance with the policy entitled 'Integration Programme for White-Collar Workers', in order to facilitate the integration of employees, the Group runs assimilation programmes for intellectual workers and familiarisation programmes for physical workers. The Company also runs orientation and mentoring programmes for new recruits. The policy is linked to the effects of the host environment, the risks of staff turnover, employee satisfaction, and more transparent corporate operations.

The head of the organisational unit responsible for issuing the policy is responsible for its implementation, unless the policy stipulates otherwise.

In the case of certain policies issued prior to the publication of the sustainability risk analysis, stakeholder interests were not reflected in the relevant regulations due to a lack of stakeholder engagement. Where policies were issued following the introduction of the sustainability risk analysis, the policy drafter may incorporate the views of stakeholders as reflected in the risk management framework.

Rába is committed to increasing operational efficiency, achieved in an ethical manner and in line with the corporate governance guidelines. The [Code of Business Conduct and Ethics](#) is a set of rules and norms that, if followed, will help to achieve the objectives and contribute to a more positive workplace climate. The Code applies to all employees of the Group. The Company expects all its employees to learn and master these principles and values and to apply them in their daily work. The policy is linked to the effects of the host environment, the risks of staff turnover, employee satisfaction, and more transparent corporate operations.

Recognizing the right of all people to live and work as persons of equal dignity, Rába has created an [Equal Opportunities Plan](#) in accordance with the provisions of the Code of Business Conduct and Ethics for all its own workforce and temporary agency workers, which applies to all employees of the Group. Its aim is to eliminate discrimination, promote equal opportunities, and foster other means of promoting diversity and inclusion.

The Code of Business Conduct and Ethics specifically covers the following forms of discrimination: racial and ethnic origin, skin colour, gender, sexual orientation, gender identity, disability, age, religion, political opinion, national or social origin, as well as other forms of discrimination falling within the scope of EU legislation and national law.

Does the Group's equal opportunities plan include specific policy commitments regarding inclusion or positive action within its own workforce? The aim of the equal opportunities plan is to ensure that everyone is treated equally and has the same opportunities.

By taking measures to eliminate all possible forms of discrimination, the regulations combat discrimination and thus promote diversity and inclusion.

Rába, as a committed representative of social responsibility, makes a special effort to support the efforts of civil society to achieve equal opportunities for disadvantaged social groups. Its fundamental document (Code of Business Conduct and Ethics), formulated in relation to these and other principles concerning human rights responsibilities, is based on Hungarian legislation, UN guidelines, and the ILO Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises. Rába, with more than a century of experience in the automotive industry, strives in its past and future activities to implement high quality, modern corporate governance structures and practices to meet domestic and international standards.

Rába, as a responsible employer, considers diversity, respectful thinking and action as a key factor for its success and follows this in its principles. It applies the requirement of equal treatment in employment, prevents and impedes discrimination against employees, refrains from any conduct that may result in direct or indirect discrimination, retaliation, harassment or unlawful segregation of employees or groups of employees on the basis of their specific characteristics.

The Company expects its employees to take firm action against discrimination (based on a person's or group's actual or perceived gender, race, skin colour, nationality, ethnicity, mother tongue, disability, health status, religious or philosophical beliefs, political or other opinions, marital status, pregnancy or paternity, sexual orientation, gender identity, age, social background, financial status, the part-time nature or fixed-term nature of their employment relationship or other legal relationship for the purpose of performing work, their membership of an interest group, or any other situation, attribute or characteristic). They should not circulate documents or stories that may undermine the dignity of others. Rába is committed to the protection of human dignity and condemns anyone who does not give other people the minimum respect and recognition that they are entitled to as human beings. Working relationships should be defined by cooperation, trust, mutual respect and support. All employees are responsible for fostering a workplace climate based on trust and mutual respect. Rába does not tolerate harassment or any other degrading, humiliating, offensive, intimidating or hostile acts, conduct or behaviour. Sexual harassment, defamation and slander are considered a serious violation of human dignity. Rába respects the privacy of its employees. Rába will make every effort to promote equality in its employment practices. In its Code of Business Conduct and Ethics, Rába condemns human trafficking, child exploitation and forced labour and seeks to prevent all such activities in its operations and within its supply chain. Furthermore, Rába strictly prohibits the harsh and cruel treatment of employees. The Company sets out all these expectations in its Code of Business Conduct and Ethics. Rába regularly updates its Equal Opportunities Plan, which sets out the measures taken and the conduct to be followed in order to promote equal opportunities and prevent discrimination.

The Company provides for flexible working hours in those jobs where this does not interfere with the performance of the job. The Company maintains regular contact with employees on parental leave, and, subject to individual consultation, offers employees on maternity or childcare leave the option of part-time work or remote working where possible. The Company provides leave for exceptional family events (birth of a child, graduation of a child, etc.) at the expense of the ordinary leave entitlement. The Company organises family events at the workplace (e.g. Rába Day), which are attended not only by employees but also by their relatives. The Company provides photo ID cards to its employees and, where possible, enters into contracts with local providers of healthy living services to be able to use Rába discounts.

The Company provides personalised advice on retirement arrangements to employees who are close to or at retirement age. Rába examines the possibility of continued employment of employees who have retired from the Company on a case-by-case basis. The Company will encourage retirees to join existing and pensioner organisations also supported by Rába. The Company assists its pensioner organisations in their operations and inform them of its business progress.

Rába Group makes every effort to promote equality in its employment practices. The HR department is already working on implementing the provisions of the pay transparency directive within the Rába system following its publication. It strives to ensure fair remuneration and safe working conditions for all its employees, taking into account and balancing the competitive environment, the long-term stability of the company and the expectations of its employees.

In accordance with the legal requirements, the rules and principles on remuneration for directors and senior executives are included in the [Remuneration Code and Policy](#), which applies to all employees of the Group. The policy relates to appropriate remuneration among IROs.

To ensure fair and transparent business operations, Rába operates an [Internal Employer Whistle-blowing System](#), which applies to all employees of the Group. The policy is linked to cleaner workplace operations among the IROs.

Rába Axle Ltd. and Rába Automotive Components Ltd. are committed to the creation, maintenance and continuous improvement of a safe and healthy workplace, working environment and work equipment. These principles are also set out in the MEBIR policy. MEBIR is no longer audited by the Company, but the elements of the policy that are important to the Company have been implemented in the company processes, by keeping the MEBIR policy in effect. Of the IROs, the policy addresses the impacts of health risks, the impacts of workplace accidents, workforce absenteeism resulting from workplace accidents and risks affecting the Company's reputation, as well as the reduction in the number of workplace accidents.

In order to formulate corrective measures regarding workplace accidents, Rába evaluates experiences of workplace accidents annually during the management review.

By setting up a suggestion box, it also ensures the participation of interested employees in the corrective processes.

S1-2. - Processes for engaging with own workforce and workers' representatives about impacts

As explained above, the group-level collective agreement was terminated in 2024. No new collective agreement was concluded in 2025, as negotiations between the employer and employee sides failed to produce a consensus that would have provided terms acceptable to both parties.

In the absence of a collective agreement, matters previously regulated at collective level are currently settled primarily through individual agreements or within the framework of the applicable legislation. The Group endeavours to ensure that employees' interests are adequately safeguarded even in the absence of a collective agreement; however, for the reasons outlined above, the Group does not consider this to be a significant issue.

Nevertheless, employee representative bodies (e.g. trade unions) continue to operate within the Group and participate in consultations with the employer.

Due to the nature of the Group's activities and its specificities, it imposes strict health and physical fitness requirements for numerous job roles. A prerequisite for employment in all relevant roles is a preliminary and periodic occupational health assessment, which ensures that employees are capable of safely performing tasks involving increased physical exertion, the handling of heavy objects, and, in some cases, exposure to extreme working environment conditions.

The Company ensures freedom of association for its employees and, in accordance with the provisions of the Labour Code, the representation of employees' interests is organised through the trade unions and works councils operating throughout the Group. Their aim is to effectively represent the interests and demands of employees and not only members of trade unions in negotiations with the employer. The existence of interest representation provides an opportunity to discuss current issues, problems and employee proposals in an organised framework.

Apart from REKARD LLC., which joined the Rába family only recently, trade unions are present in all member companies, so that 93% of the own workforce are covered by employee representation.

The works council is also involved in an institutionalised way in the control of member companies where the average number of full-time employees exceeds two hundred per year, since one third of

the supervisory board is made up of employee delegates appointed by the works council with the opinion of the trade union.

The [Equal Opportunities Plan](#) is adopted jointly by Rába, the trade unions and the works councils.

In fulfilment their duty to inform, the HR Director holds regular meetings with the trade union and works council leaders, arranged in advance. Minutes are taken of the meetings and follow-up of the discussions is ensured. The Group provides the basic conditions necessary for trade union activities.

The Company also consults with its workforce and employee representatives on specific sustainability issues in these meetings and seeks their views by providing the opportunity to complete a sustainability questionnaire as part of the stakeholder analysis. Their views are incorporated into decision-making mechanisms by ensuring that these employee perspectives are taken into account when decisions are made.

By strengthening open communication within the company, employees can receive information directly from senior management during the annual CEO and quarterly management briefings regarding events that have taken place in the recent period, the current situation, the company's results, ongoing projects, future objectives and strategic plans. The Company determines the timing and location of these briefings to ensure that they are as accessible as possible to both the intellectual and physical workforce.

Rába has not identified any particularly vulnerable groups among its own workforce that are exposed to negative impacts.

The Company tries to operate well-functioning internal communication channels, thereby increasing employee loyalty and morale and supporting the achievement of corporate objectives. Internal communication is a means of providing employees with timely information, exchanging views and sharing information effectively. Internal communication channels generally used by Rába: Munipolis app, group emails, the Rába blog, social media platforms, and posters displayed on noticeboards.

S1-3. – Processes to remediate negative impacts and channels for own workforce to raise concerns

Rába is committed to fair and transparent business operations. To this end, an [Internal Employer Whistleblowing System](#) is in place to ensure that there is a mechanism for reporting to the employer any misconduct for violations of laws, internal procedures and rules that violate the Company's ethical principles. The relevant procedural instructions are an internal employer whistleblowing system only in the title, their scope of application is extended to external persons as well.

The following persons may make a report via the whistleblowing system:

- a person currently or previously employed by the Company,
- a person involved in the recruitment process at the Company,
- an intern or volunteer currently working or who has worked for the Company,
- a sole trader or sole proprietorship in a contractual relationship with the Company;
- a contractor, subcontractor, supplier or person under the supervision or management of an agent who has initiated proceedings to establish a contractual relationship with the Company, or who is or has been in a contractual relationship with the Company;
- a person holding an ownership interest in the Company; and
- a person belonging to the Company's administrative, executive or supervisory body, including non-executive members.

The Company has established procedures for receiving and investigating reports of abuse, irregularities and integrity and corruption risks in the operation of the organisation. Employees are informed of the relevant policy in the usual manner (e-mail notification/team leader) applied to the publication of regulatory documents. Rába expects employees and partners to report any cases of abuse, infringement, conduct contrary to the provisions of the Code of Business Conduct and Ethics or the law, or where they become aware of suspicions of such conduct.

A report can be made orally (in person or by telephone) or in writing (electronically, online or by post) by filling in a form.

The Company protects the whistleblower, unless the whistleblowing is done anonymously, and ensures that the whistleblower will not suffer any retaliation, disadvantage or other negative consequence for making the report, except for the case where a lawful adverse legal consequence may be applied if the whistleblower maliciously and intentionally provides false information or misrepresents a true fact in the report. This is also provided for in the Code of Business Conduct and Ethics and the Internal Employer Whistleblowing Policy. By publishing the policy and ensuring that regulatory documents are accessible to all employees, it can be stated that employees are aware of the processes, structures and the manner in which their concerns are handled.

The CEO of Rába Plc., under the supervision of the Compliance Officer, shall establish an independent Ethics Committee to investigate the report. The Company ensures a fair and independent process, in all cases, regardless of the whistleblower and the person involved in the report, in accordance with the spirit of the Company's Ethical Principles and the provisions of this Code. The Company ensures that the persons concerned are treated fairly and are presumed innocent and that the sanctions imposed are proportionate.

The Whistleblowing System does not apply to the rights of purchasers of the Company's products and services.

S1-4. - Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

The Group took a number of measures in 2025 relating to the material impacts on its own workforce, to reduce material risks related to its own workforce and to increase the exploitation of material opportunities and the effectiveness of these measures, and provided the necessary resources to do so. It will continue to make it a corporate governance priority to further develop these measures, take new measures and provide resources.

The regular review of the guidelines and regulations governing the human resources organisation and activities enables practices to be amended where necessary, based on feedback from those involved in the process, so as to avoid significant negative impacts. These regular reviews – to be carried out whenever relevant changes occur, but at least every three years – also support efforts to minimise risks. The two-way internal communication channels established within the company – detailed in the double materiality analysis and based on stakeholder consultation – provide significant assistance in mapping impacts and risks and in developing effective responses.

In 2025, Rába also took a number of measures to mitigate the negative impacts and risks affecting its own workforce. The impact of these measures cannot be identified on a measure-by-measure basis. Overall, however, it can be said that in 2025 the Company identified staff turnover as one of the greatest risks relating to its own workforce. The turnover rate for the Group's own employees was successfully reduced from 35.9% in 2024 to 30.34%.

Cohesion in Rába

For years, the Company has paid particular attention to building community within the company, as strengthening cohesion between employees plays a key role in the organisational culture, alongside professional cooperation. One of the most pressing issues is the Company's ability to retain staff, which is why the Group is striving to strengthen a sense of belonging through a wide variety of measures. These measures help to reduce staff turnover. One of the aims of these initiatives is to provide a working environment where colleagues can not only work together effectively, but also feel that they are part of a close-knit community. So a number of programmes have been launched to help build and deepen relationships between employees in different departments and sites across the company.

Rába places particular emphasis on fostering personal meetings. Social events during working hours provide an opportunity for employees to meet colleagues from different positions and disciplines in an informal setting, to talk and to strengthen cooperation within the company.

The effectiveness of these programmes is clearly demonstrated by the positive feedback from employees, which can also guide the planning of future programmes. As a result of years of conscious

effort, an increasing number of colleagues are getting involved in these programmes, which confirms the validity of the initiatives and their community-building power. The Company remains open to employees' views regarding programmes for the coming period and welcomes all innovative suggestions.

In addition, the group regularly supports educational and sporting initiatives, contributing to the development of young talent and the strengthening of community life. Rába is committed to playing an active role in contributing to the development of local communities and the long-term implementation of corporate social responsibility.

In March 2025, a new internal communication channel called Rába Munipolis was launched. The aim of the app is to ensure that both white-collar and blue-collar staff are kept informed in real time about news affecting the company and can access the most important information on a single, unified platform. The solution contributes to a more transparent, faster and more efficient flow of information, thereby strengthening cooperation within the organisation and fostering a sense of community.

The app provides access to, amongst other things, timetables for the sites, details of employee benefits, and the Rábás community's key documents and policies. The platform supports both day-to-day work and the strengthening of corporate culture, as it facilitates orientation and consistent internal communication through up-to-date, easily accessible information.

The actual impact of these measures on reducing staff turnover is currently unknown.

Investments in 2025

In addition to the initiatives presented in the Environment section of the Sustainability Report, during the reporting year the Group primarily sought to enhance its social impact not through investments, but through community programmes and events. As in previous years, several developments directly affecting the community were implemented in 2025. The focus was on events, initiatives and collaborations aimed at strengthening employee and local community relations. The Group outlines the social impacts and key elements of these below.

In the absence of affected parties, there were no measures within Rába whose specific purpose was to compensate affected parties. The Company does not have at its disposal any specific quantitative or qualitative information regarding the results of the measures or action plans published in previous periods.

To mitigate the negative impacts, Rába implemented the following measures during 2025:

Development of outdoor community spaces

As in 2024, the Group joined the RÁBA RE-PONT Programme in 2025 as part of its community support initiatives. RÁBA RE-PONT is an internal, voluntary initiative, based on the organised collection of returnable beverage containers. Employees can deposit bottles and cans at the designated collection point, and Rába uses the proceeds from the refunds for community purposes or to support external organisations. The aim of the programme is to strengthen environmental awareness, encourage sustainable everyday practices, and support employee collaboration.

Group affected by the measure: all employees

The Company used the funds raised in this way – supplemented by a corporate contribution – for internal community development during the reporting period. As a result, new outdoor benches were installed in Győr, providing employees with the opportunity for short breaks, informal conversations and recharging their batteries during their daily work. The initiative served both to strengthen environmental awareness and to develop communal spaces, contributing to the building of workplace relationships and the cohesion of the corporate community, as well as enhancing the company's ability to retain staff.

Renovation of the western section of the first floor of the office building between the tool shop and manufacturing hall 28000

The office building, which had been out of use since 2020, was brought back into use in 2025, making renovation of the area necessary. Painting, radiator replacement, installation of air conditioning units, construction of partition walls, inspection of the electrical network, installation of the IT network, and the creation of three network endpoints were carried out. The Group regards this investment, which has resulted in a modern working environment, as a well-being investment.

Group affected by the measure: office building staff

Refurbishment of changing rooms

The fact that the changing rooms, which have stood empty since 2020, are being put back into use further reinforces the series of well-being investments. Their condition had deteriorated, and refurbishment was essential for them to be put back into use.

Group affected by the measure: all employees

Refurbishment of meeting rooms

The refurbishment of the meeting rooms in the Central Office Building in Győr began in 2024 and continued into 2025. During the refurbishment, the meeting rooms were also modernised. The IT network, which was no longer in a satisfactory technical condition, was inspected, making it necessary to install new endpoints. As part of the project, a Vatom 2 cassette air conditioning unit was also installed in 2025.

Group affected by the measure: all employees

Car park refurbishment

The car park in front of the Central Office building in Győr required expansion due to a lack of space. By levelling the ground and laying paving stones, additional parking spaces were created to supplement the existing car park.

Group affected by the measure: all employees

Establishment of a quality training room in Mór

A quality training room has also been established in the welding production area of Rába Automotive Components Ltd., with the aim of:

- to conduct the practical training component of induction training in a single location,
- to provide ongoing practical training for final inspectors and weld inspectors, and to enhance their quality awareness,
- to carry out employee R&R tests.

However, the training room is not just a training room, but also serves as a quality centre, where previous complaint items can be displayed, and the quality awareness of final inspectors and weld inspectors can be enhanced by presenting products with both acceptable and unacceptable seams. The design was, on the one hand, a customer requirement, as the customer requested and expected that the solution to the problem should not only eliminate the root cause, but that Rába should also take measures to prevent recurrence, which can only be achieved through the awareness of employees, final inspectors and quality inspectors.

Renovation of the quality control laboratory in Mór

The first phase of the renovation of the quality control laboratory at Rába Vehicle Components Ltd. was completed in December 2024, and the second phase took place in 2025. This involved replacing the floor covering (re-tiling the walking surface) and painting the radiators and heating pipes.

Extraction system upgrade in Mór

An upgrade to the extraction system serving the five welding cells in the X82 production area was carried out to prevent fires. To prevent major fires, personal injury and significant material damage, it became necessary to upgrade the existing extraction system: a spiral-corrugated duct system was

installed, spark arrestor plates were fitted, extraction hoods were modified, and additional extraction hoods were installed. In addition to preventing fires, the investment also improves workers' health.

In summary, Rába states that, during financial planning, it took into account the need to set aside financial resources for the implementation of measures designed to mitigate the negative impacts and risks affecting its own workforce.

Rába also reports that there were no staff reductions or mass redundancies in 2025; consequently, in the absence of such events, it was not necessary to take measures to address their negative impacts.

S1-5. – Objectives to address significant negative impacts, promote positive impacts and manage significant risks and opportunities

Rába aims to create a family-friendly, caring workplace culture that enables employees to balance their work responsibilities with their personal lives.

Rába takes measures to ensure an appropriate level of work-life balance. The aim is to create a motivated company atmosphere by improving the organisational culture and valuing employees. Rába fundamentally believes that satisfied employees can perform at a high level in the long term, therefore retaining well-qualified and responsible colleagues is essential for the success of the company. By organising internal employee community-building programmes, the company aims to create a cohesive community of employees who can work together towards common goals, where people from different departments can get to know each other and develop a sense of connection through shared experience.

To achieve these objectives, the following measures and targets have been defined in the HR strategy of the sustainability strategy:

Strategic measures/objectives for each HR area:

Recruitment measures/objectives:

- using new recruitment channels
- building the employer brand
- closer cooperation with secondary and higher education institutions providing a supply of skilled workers (Dual Programme, Practising Programme)
- in temporary placement, instead of uniform requirements and low costs, increasing flexibility requirements, implementing a cash-pool system and remuneration aligned with this

Training measures/objectives:

- expansion of basic vocational training
- accelerated initial training

Staff retention measures/objectives:

- improving working conditions and employee well-being
- support for team-building events

Pay management measures/objectives:

- Establishment of a salary bracket system. The aim is to retain skills and reduce staff turnover. Preparing for pay transparency.
- Performance- and results-based pay structure

The HR strategy sets out the main directions for the HR department and defines the objectives to be achieved. These individual objectives will be implemented through decisions taken in 2026 to achieve the overarching goal. They will be evaluated in the next report.

The development of the objectives has currently taken place at a strategic level. At this stage of the review, it is not possible to assign metrics, units of measurement, the scope of the target (the entire group or a subset of employees), timeframe, methodology and scenario, or a precise method of measurement. These will be developed during 2026 as part of the strategic action plans.

The Company has implemented its measures with a view to achieving its future objectives. The

Company is currently unable to measure the impact of its measures on a measure-by-measure basis using specific figures. It receives positive feedback from employees regarding these measures. To this end, Rába continuously seeks the opinion of employees.

S1-6 - Characteristics of the company's employees

In 2025, the Rába Group operated with 5 member companies, in 4 Hungarian cities (Győr, Mór, Sárvár, Esztergom), at 6 sites, with a total statistical staff of 1,216 employees at group level. The workforce decreased by 98 people at group level between 2024 and 2025.

Rába works exclusively with a permanent team of employees and does not employ any casual or on-call staff. The Company also takes a long-term view of its employees, trying to build a team of people who have been with the company for many years and whose years of experience together make their daily work more efficient.

The Company's automotive industry activities significantly determine and justify the fact that 75.9 per cent of employees were men in 2025. Compared to last year's figure of 74.9 per cent, this represents a further 1 per cent increase in the proportion of men. Due to Rába's heavy industry operations, certain roles are filled exclusively by men. Good physical stamina is an essential requirement for many roles. Lifting heavy objects and working in the forge simply mean that it is typically men who apply for the vacancies. The role of women in the workforce needs to be further strengthened, and the group of office-based employees presents a good opportunity for this.

In most cases, the indicators are taken from the Loga human resources system. The data reflect the current situation. Various reports can be generated using filters.

The data on the number of employees included in this Sustainability Report corresponds to the average number of employees reported in Rába Plc.'s consolidated annual report.

The Company tries to fight against fluctuation, which can jeopardise stability and predictability, and is also much more time-consuming and costly. The measures taken to address the various negative impacts can be found [here](#):

2024:

	Rába group	RÁBA Plc.	Rába Axle Ltd.	Rába Automotive Components Ltd.	Rába Vehicle Ltd.	REKARD LLC
Number of employees (number)*						
Male:	984	25	623	217	28	91
Female:	330	41	56	225	2	6
Other	0	0	0	0	0	0
Total:	1314	66	679	442	30	97
Number of permanent staff (number)*						
Male	984	25	623	217	28	91
Female	330	41	56	225	2	6
Other	0	0	0	0	0	0
Total	1314	66	679	442	30	97
Temporary staff (number)						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Other	0	0	0	0	0	0
Total	0	0	0	0	0	0
Number of staff employed under the availability obligation (number)*						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Other	0	0	0	0	0	0
Total	0	0	0	0	0	0
Staff fluctuation*						
number of employees leaving Rába (number)	472	20	259	173	6	14
the turnover rate	35,9%	30.3%	38.1%	39.1%	20%	14.4%

2025:

	Rába group	RÁBA Plc.	Rába Axle Ltd.	Rába Automotive Components Ltd.	Rába Vehicle Ltd.	REKARD LLC.
Number of employees (number)*						
Male:	923	25	594	204	27	73
Female:	293	36	57	192	3	5
Other	0	0	0	0	0	0
Total:	1,216	61	651	396	30	78
Number of permanent staff (number)*						
Male	923	25	594	204	27	73
Female	293	36	57	192	3	5
Other	-	-	-	-	-	-
Total	1216	61	651	396	30	78
Temporary staff (number)						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Other	0	0	0	0	0	0
Total	0	0	0	0	0	0
Number of staff employed under the availability obligation (number)*						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Other	0	0	0	0	0	0
Total	0	0	0	0	0	0
Staff fluctuation*						
number of employees leaving Rába (number)	369	20	195	130	8	16
the turnover rate	30.35%	32.79%	29.95%	32.83%	26.67%	20.51%

Explanation:

*statistical headcount (2024 and 2025)

Employees: persons employed by Rába

Temporary staff: casual workers

Staff fluctuation: total employees leaving voluntarily or due to redundancy, retirement or death/total staff

The decrease in group-level headcount figures is the result of HR's deliberate workforce planning. As a result, the group-level headcount fell from 1,314 to 1,216.

S1-7 - Characteristics of non-employees within own workforce

As the Group considered several sub-topics within the 'working conditions' sub-theme of the 'own workforce' topic to be significant, and as the data are available, the company does not make use of the exemption provided by the *Commission Delegated Regulation (EU) 2025/1416 amending the first set of European Sustainability Reporting Standards* – and the topic is presented.

Two business lines of Rába employ temporary agency workers, exclusively in physical jobs. The advantages of temporary agency work are mainly less administration, lower risk and flexibility in terms of time and staffing, which can be an important factor in case of possible fluctuations in order books.

2024:

	Rába group	RÁBA Plc.	Rába Axle Ltd.	Rába Automotive Components Ltd.	Rába Vehicle Ltd.	REKARD LLC.
Size of own workforce (number)*						
own employees	1314	66	679	442	30	97
temporary agency workers	253	0	108	145	0	0
Total:	1567	66	787	587	30	97

2025:

	Rába group	RÁBA Plc.	Rába Axle Ltd.	Rába Automotive Components Ltd.	Rába Vehicle Ltd.	REKARD LLC.
Size of own workforce (number)*						
Own employees	1216	61	651	396	30	78
Temporary agency workers	236	0	133	103	0	0
Total:	1452	61	784	499	30	78

Explanation:

*statistical headcount

own staff: staff with an employment contract with Rába

temporary agency workers: the employee has a contract of employment with a temporary employment agency while working for Rába

In addition to the decrease in the number of own staff shown above, a decrease is also evident in the number of agency workers. The figure fell from 253 to 237.

S1-13 - Training and skills development indicators

As the Group considered the topic of Training and skills development to be significant, and as the data are available, the company does not make use of the exemption provided by *the Commission Delegated Regulation (EU) 2025/1416 amending the first set of European Sustainability Reporting Standards* – and the topic is presented.

The Company pays particular attention to the personal and professional development of its employees, and to maximise their skills. Given that business success is founded on the knowledge and commitment of its employees, Rába provides them with equal access to lifelong learning opportunities. In addition to management careers, it also offers a career path for experts to support the advancement of employees with development potential and clear goals for their professional future. Training and development needs are aligned with the needs of staff through regular performance assessments. The Company provides access to training that supports the performance of the job and contributes to career development, under the same conditions, regardless of age, gender, marital status, health, organisational unit, etc. If necessary, depending on the study contract, it will also provide financial support and training leave for employees in training.

Once a year, Rába conducts a performance assessment for each employee, helping to improve the performance of the employee and, through that, the company, to achieve the objectives set, to help the retention and effective development of knowledge, as well as career planning and the assessment of training needs. In 2026, the performance assessment for 2025, agreed by both parties, was completed for all employees.

2024:

	Rába group	RÁBA Plc.	Rába Axle Ltd.	Rába Automotive Components Ltd.	Rába Vehicle Ltd.	REKARD LLC.
Participants in regular performance assessments*						
Male	100%	100%	100%	100%	100%	100%
Female	100%	100%	100%	100%	100%	100%
Other	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%
Average training hours*						
Male	2.36	5.18	2.33	2.51	2.82	1.32
Female	3.08	7.84	5.67	1.41	0	9.62
Other	0	0	0	0	0	0
Per employee	2.54	6.82	2.60	1.95	2.62	1.86

2025:

	Rába group	RÁBA Plc.	Rába Axle Ltd.	Rába Automotive Components Ltd.	Rába Vehicle Ltd.	REKARD LLC.
Participants in regular performance assessments*						
Male	100%	100%	100%	100%	100%	100%
Female	100%	100%	100%	100%	100%	100%
Other	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%
Average training hours*						
Male	4.10	10.15	3.89	4.55	6.52	1.75
Female	2.24	7.44	3.54	0.97	0.00	13.79
Other	0.00	0.00	0.00	0.00	0.00	0.00
Per employee	3.65	8.55	3.86	2.77	5.92	2.51

Explanation:

*statistical headcount

Average training hours per employee: Total number of training hours/total number of staff

Compared to 2024, there is no difference in the proportion of staff participating in the assessment, as the proportion was 100 per cent in accordance with internal regulations.

The company-wide average number of training hours in 2025 shows an increase compared to 2024. The primary reason for this is that in 2025, the training provided was predominantly mandatory, as required by law (e.g. fire safety, welding qualifications, forklift operator and other manufacturing certifications). Due to their content, these mainly concern production-related roles held by male employees, so the average number of training hours for this group rose from 2.36 hours to 4.10 hours.

In roles typically held by female employees, fewer optional training courses or those with longer hours were typically delivered in 2025, as the training structure was largely restricted to compulsory manufacturing training. As a result, the average number of training hours for female employees fell from 3.08 hours to 2.24 hours.

S1-14. – Health and safety metrics

The Group considered the topic of health and safety to be of significant importance. At the same time, the Company applies the exemption available under *the Commission Delegated Regulation (EU) 2025/1416 amending the first set of European Sustainability Reporting Standards* and therefore data on the incidence of work-related illnesses, as well as the number of days lost due to injuries, accidents, fatalities and work-related illnesses, is not presented.

Rába is committed to establishing, maintaining and continuously improving a safe and healthy working environment and work equipment. The aim is that its results will contribute to the improvement of occupational safety and health and to the preservation of the working capacity of employees. It expects its employees to work in an accident-free and health-conscious manner, which it aims to achieve through regular training, appropriate information, the introduction of incentives and the provision of safe working conditions that do not endanger health. In the interests of the health and well-being of employees and the Company, Rába Group strives to create a working environment free from the use of psychoactive substances.

The Company is committed to ensuring appropriate working conditions and therefore places great emphasis on specific occupational safety and health issues. As part of the preventive measures, it supports the prevention of accidents and the protection against possible harmful effects on health by providing more comfortable, modern workwear and protective equipment that performs its function to the maximum. The Company provides increased support for the provision of glasses to ensure sharp vision when working in front of a screen.

100% of the workforce at Rába Axle Ltd. and Rába Automotive Components Ltd. falls under the scope of Rába's health and safety management system (MEBIR policy). MEBIR is no longer audited by the Company, but the elements of the policy that are important to the Company have been implemented in the company processes. The primary objective is to create conditions for safe and healthy

working. If a third party enters the Rába premises, they come under the scope of the regulations by signing a health and safety information sheet – and if the nature of their visit requires specific health and safety training, they will receive such training. There were no accidents arising from such cases at Rába in 2025. If an external contractor carries out work on Rába's premises, a report is drawn up of the handover of the work area. From this point onwards, any accident will be classified as an accident at the contractor's workplace rather than an accident at the Group's workplace.

2024:

	Rába group	RÁBA Plc.	Rába Axle Ltd.	Rába Automotive Components Ltd.	Rába Vehicle Ltd.	REKARD LLC.
number of work-related injuries and deaths due to work-related diseases						
own employees	0	0	0	0	0	0
temporary agency workers	0	0	0	0	0	0
Other employees working on the site	0	0	0	0	0	0
Total	0	0	0	0	0	0
number of work-related accidents						
own employees	80	0	60	16	0	4
temporary agency workers	27	0	19	8	0	0
Total	107	0	79	24	0	4
number of work-related accidents resulting in lost working days						
own employees	39	0	33	4	0	2
temporary agency workers	13	0	8	5	0	0
Total	52	0	41	9	0	2

2025:

	Rába group	RÁBA Plc.	Rába Axle Ltd.	Rába Automotive Components Ltd.	Rába Vehicle Ltd.	REKARD LLC.
number of work-related injuries and deaths due to work-related diseases						
own employees	0	0	0	0	0	0
temporary agency workers	0	0	0	0	0	0
Other employees working on the site	0	0	0	0	0	0
Total	0	0	0	0	0	0
number of work-related accidents						
own employees	89	1	65	20	0	3
temporary agency workers	56	0	42	14	0	0
Total	145	1	107	34	0	3
number of work-related accidents resulting in lost working days						
own employees	47	1	34	10	0	2
temporary agency workers	23	0	15	8	0	0
Total	70	1	49	18	0	2
proportion of accidents resulting in lost working days compared to all accidents						
	48.28%	100.00%	45.79%	52.94%	0.00%	66.67%
Ratio of accidents involving own and external employees to headcount figures for all accidents:						
own employees	7.32%	1.63%	9.98%	5.05%	0.00%	3.84%
temporary agency workers	23.67%	0.00%	31.54%	13.56%	0.00%	0.00%
Ratio of accidents involving own and external employees to headcount figures in the case of accidents resulting in lost working days:						
own employees	3.68%	1.63%	5.22%	2.53%	0.00%	2.56%
temporary agency workers	9.72%	0.00%	11.26%	7.75%	0.00%	0.00%

Unfortunately, the number of workplace accidents increased in 2025 compared to 2024. The group-level accident rate rose from 107 accidents to 145 accidents. The increase in the number of accidents is a consequence of high staff turnover, a shortage of skilled workers and the failure to wear the prescribed personal protective equipment. The impact of staff turnover is that a new employee

works with less routine compared to a worker who has greater experience in operating machinery. Health and safety representatives and segment managers typically have to remind newer employees to wear protective equipment. The inspection and enforcement of protective equipment is ongoing at all four subsidiaries. In the future, the Group intends to place even greater emphasis on training and the prevention of workplace accidents, as well as on strengthening the HSE team.

In 2025, the disclosure may also cover work-related illnesses detected during the reporting period among individuals who were previously part of the company's workforce. Fortunately, no such illnesses among former employees came to light during the reporting period.

S1-10., S1-16 – Adequate wages and remuneration metrics (pay gap and total remuneration)

The Group is committed to paying its employees fairly. Rába differentiates and rewards employees' income based on job competencies and the performance evaluation that reflects them. It is the Company's goal and interest that its employees receive fair and competitive compensation based on corporate and individual performance. For that, in addition to wage increases and programmes aimed at raising the level of wages, the composition of other salary components and benefits is reviewed and adjusted annually in cooperation with the trade unions. At the Company, wages in all cases – including for the years 2024 and 2025 – reach the level of the minimum wage or the guaranteed minimum wage, and these payments comply with legal obligations for all employees.

The Company has taken the gross wage into account in determining the pay gaps.

2024:

	Rába group	RÁBA Plc.	Rába Axle Ltd.	Rába Automotive Components Ltd.	Rába Vehicle Ltd.	REKARD LLC.
Gender pay gap	17.81%	35.05%	6.57%	23.45%	32.60%	13.39%
total remuneration rate	12.14	8.54	9.88	9.01	4.58	2.99

2025:

	Rába group	RÁBA Plc.	Rába Axle Ltd.	Rába Automotive Components Ltd.	Rába Vehicle Ltd.	REKARD LLC.
Gender pay gap	19.03%	36.04%	11.28%	22.68%	22.35%	12.28%
total remuneration rate	14.16	10.43	5.13	7.46	3.95	2.00

Explanation:

gender pay gap: the difference between the average pay level of female and male employees expressed as a percentage of the average pay level of male employees

total remuneration ratio: the ratio of the total annual remuneration of the highest paid individual to the median of the total annual remuneration of all employees (excluding the highest paid individual)

The group-level pay gap between men and women stood at 19.03 per cent in 2025, representing an increase of 1.22 percentage points compared to the 17.81 per cent figure for 2024. Directive (EU) 2023/970 on pay transparency, known as the Pay Transparency Directive, has not yet been transposed into national law. The issue will be reassessed by Rába once the Directive has been transposed. Further measures are needed to reduce the pay gap.

S2 – WORKERS IN THE VALUE CHAIN

In 2025, based on an assessment of the impacts, risks and opportunities associated with the topic, the Group considered the topics of Fair Wages and Health and Safety to be significant under the S2 – Workers in the Value Chain chapter. As a result of the double materiality analysis, of the 2024 topics, in accordance with the risk management methodology and taking into account the views of stakeholders, the following were excluded in 2025: Freedom of association, the existence of works councils, and employees' rights to information, consultation and participation; Collective bargaining,

including the proportion of employees covered by collective agreements; Training and skills development; and the employment and integration of people with disabilities.

A group-level collective agreement has not been identified as a material topic for the Group either. Rába does not consider this information to be material in the supply chain, nor does it regard the right of employees in the value chain to information, consultation and participation as material. When a new supplier joins the supply chain, the supplier self-assessment provides Rába with sufficient assurance to filter out undesirable impacts and risks. During the self-assessment, the entity under review makes a declaration on the most important social issues, including, thereby clarifying its position on child labour and forced labour for the Company. The same applies to the topics of Training and Skills Development, as well as the Employment and Integration of People with Disabilities.

As Rába considers that it has no direct impact on those working in its value chain and their families, the actual and potential impacts on those working in the value chain, as identified in the double materiality analysis, were assessed in light of the section in the company's strategy whereby the company expects its partners to respect its core values in the spirit of corporate social responsibility. Although, thanks to the supplier selection guidelines, there is essentially no risk of serious negative conditions (such as poor health and safety standards or unfair labour practices) among companies operating within Rába's value chain, when entering into contracts and during supplier audits, the Company also draws its partners' attention to the need to comply with the Supplier Code of Conduct. The same applies to employees working at Rába's sites who are not part of its own workforce.

In light of all this, the impacts, risks and opportunities identified in relation to the value chain are as follows:

Impacts identified on those working in the value chain:

- Health risks
Impact: negative
Timeframe: medium-term impact
Scope: downstream

Impacts identified on those working in the value chain:

- Wage increases
Timeframe: short-term opportunity
Scope: downstream

In accordance with the provisions of the ESRS 2 GOV-4. Statement on the Review, the value chain review did not bring the desired results. During the due diligence, it was not possible to obtain relevant information relating to either 'Fair wages' or 'Training and skills development' within the value chain.

To address the data gaps, the company intends to proceed in future as outlined in the referenced chapter.

In light of the above, the company has decided to apply the exemption provided for in *the Commission Delegated Regulation (EU) 2025/1416 amending the first set of European Sustainability Reporting Standards* and, in the absence of information, will omit the presentation of this topic.

Policies:

The relationship between Rába and its supplier partners is governed by the [Supplier Code of Conduct](#). Its rules deal largely with social responsibility and only to a lesser extent set out other expectations of suppliers.

Targets

Rába's objective regarding supply chain due diligence is to increase the effectiveness of due diligence in the future. The performance indicator for this objective is aligned with the effectiveness of the due diligence. Rába will consider the due diligence to be effective if the Group obtains sufficient information from which realistic and valid conclusions can be drawn about the actors in the supply chain, or a group thereof. A further objective is to supplement supplier due diligence in accordance

with the EUDR by the end of 2026. The measurability of this lies in the creation of the EUDR regulations and the development of work processes within the Group.

Actions/measures:

Submitting software development proposals to the company that develops and operates accredited software to assist with supply chain due diligence. Drafting of EUDR regulations.

CORPORATE GOVERNANCE

G1 – BUSINESS CONDUCT

The Group considered all topics deemed relevant in 2024 under the G1 – Business Conduct chapter as relevant in 2025 as well. However, the 2025 risk analysis also highlighted the importance of corporate culture, so this topic is also presented this year.

ESRS 2 GOV-1 - The role of the administrative, management and supervisory bodies

The roles of the administrative, executive and supervisory bodies are described in the general disclosures under ESRS 2: [here](#)

The information provided in the general section also applies to this chapter.

The role of the administrative, executive and supervisory bodies in relation to business conduct

The chairpersons and members of the administrative, executive and supervisory bodies are all experienced managers who possess the necessary expertise (including, amongst other things, several years' industry experience and strategic thinking) regarding appropriate business conduct.

Managers bear a significant responsibility for ensuring that rules and guidelines are enforced. It is the responsibility of managers to support the achievement of Rába's strategic and business objectives at all times.

In the performance of their duties, managers are obliged to observe the principle of equal treatment, particularly in the areas of work organisation, instruction, supervision, remuneration and performance appraisal, and they pay close attention to respecting the human rights of employees within their organisational unit. Managers pay particular attention to the transparency of their managerial activities and those of their department, to the integrity of their conduct, and to consistency in the performance of managerial functions (instruction, guidance, decision-making, supervision). Managers are obliged to provide employees with all information necessary for the performance of their duties, taking into account the timeliness, accuracy and thoroughness of the information provided. Managers use the tools of information, drawing attention, persuasion, advice, setting an example and recognition to motivate their subordinates, through personal example and influence, to fulfil the obligations prescribed for the organisational unit they lead, and shall strive to establish a constructive, trust-based system of workplace relationships. Managers are expected to strive, through their own exemplary conduct, to create and maintain a harmonious, cooperative working atmosphere that fosters greater employee commitment, supports a sense of belonging to the organisation, and promotes a work ethic aligned with the organisation's objectives. Managers are expected to strive to enhance the prestige, recognition and professional standards of the organisational unit they lead, whilst refraining from any statements or behaviour that cast other organisational units in a negative light. Managers should always make fair, firm and clear comments to their subordinates, whilst maintaining good manners and a civil tone, avoiding offensive and discourteous remarks; they should be tolerant, understanding and helpful towards their subordinates' and colleagues' problems, whether at work or in their private lives, however, they must not give credence to scheming, malicious or self-serving remarks. They should protect their subordinates from unauthorised, unfounded attacks and attempts to discredit them. The above does not preclude the application of appropriate consequences against employees if the employee is indeed at fault in the given case. Managers should exercise their decision-making powers responsibly and take responsibility for their own decisions.

ESRS 2 IRO-1 –Description of the processes for identifying and assessing material impacts, risks and opportunities

Impacts identified in the area of responsible corporate governance:

- Case study
Impact: negative
Timeframe: medium-term impact
Scope: Group
- Integrity training
Impact: positive impact
Timeframe: long-term impact
Scope: Group
- Relational capital
Impact: positive impact
Timeframe: short-term impact
Scope: Group
- Corporate reputation
Impact: positive impact
Timeframe: short-term impact
Scope: Group

G1-1 Business conduct policies and corporate culture

The Group shapes, develops and promotes its corporate culture by establishing internal regulations, creating specific procedures, ensuring the transparency of its work processes, and maintaining contact with partners. The company's policy on business conduct promotes corporate culture in accordance with the following set of principles.

Aspects of the company related to corporate culture and business conduct

The Group is committed to achieving growing business performance in an ethical manner, in accordance with corporate guidelines. Its fundamental objective in every business unit is to ensure sustainable positive business performance. This also defines the desired forms of conduct set out in the [Code of Business Conduct and Ethics \(Code\)](#). It is important that all employees are familiar with these expectations, can identify with their underlying principles, and apply them in their day-to-day work. This ethical conduct, which permeates day-to-day work, forms the basis of corporate culture at Rába and underpins all business conduct.

The Code of Business Conduct and Ethics is a set of rules and norms that, if followed, will help to achieve the objectives and contribute to a more positive workplace climate. Of course, the Code cannot provide a model for every situation that may arise, but it sets out the values that should be followed. Employees whose behaviour serves as a model for all staff within the company play a key role in upholding these values.

The Code defines the values upon which the company's strategy and operations are based, and sets out guidelines for the management of conflicts. The Code is a unilateral, voluntary declaration by the Company, setting out the values and standards of conduct it considers most important in relation to external and internal stakeholders associated with the company. The Code is the company's promise to behave in a certain way. It sets out clear, unambiguous expectations for stakeholders and society in general.

Every employee represents Rába and contributes to enhancing the Company's reputation. Everyone must therefore comply with the law, standards of business conduct, and the Company's policies and principles.

Compliance with the letter and spirit of applicable laws and the Company's internal regulations is a fundamental requirement for all employees. The aim is for every employee to voluntarily demonstrate conduct in line with the Code.

Everyone is responsible for behaving honestly and fairly and always making ethical decisions.

The foundation of business success lies in the knowledge and commitment of our colleagues. It is important that everyone can work in a working environment based on mutual trust and respect for the dignity of others. Particular attention must be paid to the personal and professional development of employees. Rába is committed to fair remuneration for its employees.

It expects its partners to comply with legislation requiring the fair treatment of employees, to ensure a healthy and safe working environment, and to protect the environment. The scope of the Code extends to all subsidiaries, bodies, officers, managers, employees and temporary staff of Rába Plc., as well as its stakeholders, partners and suppliers.

The Company expects compliance with the Code from partners acting on behalf of Rába or operating at Rába's sites, as well as from organisations and individuals with whom it has a contractual relationship.

The Company aims to ensure the lawful operation of its records, the enforcement of constitutional data protection principles and data security requirements, and to prevent unauthorised access to personal data, as well as its unauthorised alteration, use or disclosure.

Within the Rába Group, the Brand Guidelines applicable to Rába Plc. and all its subsidiaries summarise the most important substantive and formal principles of the company's brand identity. It was created with the aim of providing guidance to employees on the principles generally used in external and internal communication that affect everyone. It is the corporate identity and the logo that clearly identify a company, express its unique characteristics and distinguish it from the competition. The recognition and acceptance of a corporate identity are values that cannot be expressed in monetary terms.

Every employee is required to participate in internal communication to the extent that can reasonably be expected of them. It is important that, in their day-to-day cooperation, employees provide one another with the information necessary for their work, and that, in order to achieve organisational objectives, they contribute to the effectiveness of joint decisions, the professional development of colleagues, and even the rectification of errors by sharing their individual knowledge, experience and expertise.

Rába expects its employees to strive to avoid unnecessary conflicts and to refrain from attitudes that undermine teamwork and cooperation, from criticising others' work in a manner that is unfounded, based on rivalry or emotion, or from misleading colleagues. The foundation of Rába's corporate culture is the belief that, by working as a team, employees can achieve more together than they can individually. In line with the 'open-door' policy, all employees are encouraged to share their ideas and concerns directly with managers without delay. A productive working environment is created as a result of trust, respect and cooperation.

The Company's Insider Dealing Policy sets out the procedures for handling inside information and for complying with legal requirements relating to market abuse – namely, the rules of compliance with legal requirements relating to unauthorised disclosure of inside information, insider dealing and market manipulation (market influence).

The scope of the Policy extends to:

- Rába Plc. as the issuer and
- any person who obtains or possesses inside information relating to Rába Plc. arising from any of the following:
 - membership of the Company's executive, decision-making or supervisory bodies
 - employment or the performance of duties
 - involvement in a criminal offence
- any person who possesses inside information in circumstances other than those mentioned above, provided that they know or ought to have known that the information constitutes inside information.

The scope of the Policy extends to:

- all information which, in accordance with the applicable legal framework and these Rules, constitutes inside information.

Financial statements and reports prepared in accordance with applicable accounting standards provide a true and fair view of the Company's assets, liabilities, financial position and results. The integrity of financial and non-financial records and reports is of fundamental importance for sound decision-making. It provides its shareholders with adequate information on its operations and treats their suggestions and questions as a matter of priority. In our stock exchange reports, we provide an accurate picture of our operations and aim to comply fully with the relevant stock exchange and legal requirements.

As outlined in Chapter S ([here](#)), it applies the principle of equal treatment in employment, prevents and eliminates discrimination against employees, refrains from any conduct which, on the basis of certain characteristics, may result in direct or indirect discrimination, retaliation, harassment or unlawful segregation against individual employees or groups of employees. It recognises and respects human rights and human dignity, and condemns forced labour and child labour as described above.

Rába expects its employees not to jeopardise the Company's legitimate business interests; that is, during the term of their employment, they must avoid any conduct or expression of opinion that infringes upon or jeopardises Rába's legitimate business interests. It is particularly important to protect the company's reputation and avoid conflicts of interest.

Rába acknowledges that the interests of employees are represented in an organised manner by the trade unions and works councils operating within the Group. The Group's management maintains fair and predictable relations with these bodies and their representatives.

Rába is committed to sustainable development, meaning it makes economic, environmental and social decisions that ensure its current needs are met without compromising the ability of future generations to meet their own needs.

Rába expects its employees to use the internet and social media in accordance with the Company's current regulations and the values set out in the Code, and to be mindful of this when it comes to information they make public about themselves (posts, images, data).

The Company expects employees not to publish any information relating to or associated with Rába on social media sites, with the exception of the Company's official announcements.

Rába ensures that its business practices comply with all relevant laws and regulations, including international economic, financial, trade (export, import), sanctions and embargo legislation.

In addition to the procedure manual entitled 'Internal Employer Whistleblowing System', which is designed to follow up on reports made by whistleblowers in accordance with the applicable law transposing Directive (EU) 2019/1937, the company has procedures in place for the immediate, independent and objective investigation of incidents relating to business conduct, including cases of corruption and bribery. One such document is the Company's Code of Business Conduct and Ethics.

The Company condemns all forms of corruption. RÁBA Plc.'s Code of Business Conduct and Ethics regulates this matter in detail. The Company's Code of Business Conduct and Ethics is in line with the United Nations Convention against Corruption. It stipulates the immediate, independent and objective investigation of incidents relating to business conduct, including cases of corruption and bribery. The functions most at risk are those that perform their duties with discretionary powers in relation to financial transactions. More details: [here](#)

In the course of its work, management pays particular attention to compliance with the guidelines set out in the environmental policy, and, in addition, all employees of the company are subject to strict expectations regarding similarly responsible and environmentally conscious work practices. At Rába Axle Ltd., Rába Automotive Components Ltd. and REKARD Kft, compliance with the certified MSZ EN ISO 14001:2015 environmental management system forms the basis of environmentally conscious operations.

In the spirit of mutual trust, Rába encourages its employees to become a reliable, stable workforce on whom it can safely and long-term rely to achieve its objectives. Rába values employee behaviour in which employees feel an emotional connection to the organisation and take pride in their workplace.

Rába is committed to creating, maintaining and continuously improving a safe working environment

and work equipment that do not pose a risk to health. The aim is that its results will contribute to the improvement of occupational safety and health and to the preservation of the working capacity of employees.

The Group does not restrict its employees' involvement in politics or public life. However, their political and public engagement and related activities must not conflict with Rába's interests.

The basis for long-term business success is a fair and honest relationship with partners. To this end, the Company expects its employees to continuously evaluate and improve our products, technology and business processes so that we can serve our customers with the appropriate quality and in a timely manner.

Managers pay particular attention to the transparency of their managerial activities and those of their department, to the integrity of their conduct, and to consistency in the performance of managerial functions (instruction, guidance, decision-making, supervision). Managers are obliged to provide employees with all information necessary for the performance of their duties, taking into account the timeliness, accuracy and thoroughness of the information provided. Managers use the tools of information, drawing attention, persuasion, advice, setting an example and recognition.

Through the operation of the whistleblowing system, Rába takes into account reports from internal and/or external stakeholders regarding unlawful acts. The policy is binding on Rába Plc. and all its subsidiaries. It protects the whistleblower from all forms of retaliation by ensuring anonymity. Upon adoption of the relevant directive, employees were fully informed, through its publication, of the reporting options, in particular the method of reporting and the person responsible for receiving reports.

Rába Automotive Components Ltd. has a procedure manual entitled Human Resources Development. Rába Axle Ltd. has a procedure manual entitled 'Employee Training'.

Both procedure manuals regulate employees' participation in the 'B' Orientation Programme, thereby defining the key principles of business conduct. All employees must participate in a "B" orientation programme, which includes an introduction to the company's quality, environmental, health and safety policies and internal regulations. In addition to regular theoretical training, staff must also receive regular practical health and safety training.

According to the regulation entitled 'Training of Employees', in the case of Rába Axle Ltd., quality training must place particular emphasis on the company's processes, their interrelationships, the relevant documents and their availability, as well as significant changes to the system. This encompasses the essence and depth of business conduct within the corporate culture.

Training must cover customer requirements, and employees whose work affects quality must be informed of the consequences of failing to meet customer requirements, namely of risks a substandard product posed to the customer, and how important their activities are in achieving, maintaining and improving quality.

In line with its commitment to corporate social responsibility, Rába has drawn up a separate corporate social responsibility strategy ([here](#))

The development of corporate culture at Rába is closely linked to the development of customer and supplier relationships, as adopted in the Sustainability Strategy and reflected in the Responsible Corporate Governance Strategy. This is one of the cornerstones of Rába's competitiveness.

Relationship development is essential on both the supplier and customer sides in order to achieve sustainability goals. Supplier audits and the incorporation of sustainability criteria into pricing and supplier selection are now an integral part of corporate governance processes. Sustainability goals can only be achieved through this corporate management approach. In addition to all this, a continuous overview of the market is also necessary. It is important to explore new markets, strengthen supplier relationships and foster a culture of sustainability.

These principles and their implementation, the operation of the whistleblowing system, and our commitment form the basis of the Company's business conduct, thereby defining Rába's corporate culture, which is now approaching 130 years.

G1-2. – Management of relationships with suppliers

Responsible business practices are a key priority for Rába. Sustainability is embedded in the Group's core values and its approach to continuous improvement. Rába is committed to the responsible procurement of materials, products and services that do not harm the environment or exploit people. The [Supplier Code of Conduct](#) outlines the minimum requirements and expected standards of business conduct that apply to all business relationships between Rába and its collaborating and stakeholder partners. In accordance with Rába's responsible procurement policy, it continuously reviews and evaluates its strategy and partners to ensure that the materials and products used come from responsible sources. Where both applicable legislation and the Company's internal regulations set out provisions or requirements on a given matter, the stricter rule shall always prevail. The Supplier Code of Conduct applies to all of Rába's cooperating and interested partners, all suppliers of goods and services, and all subcontractors. Partners are expected to take all reasonable steps to ensure that the requirements of Rába's Supplier Code of Conduct are known to all their employees, including permanent, temporary and agency staff, and to all other persons who perform work for them directly or indirectly, and to ensure compliance with them.

The Group expects its partners to demonstrate ethical supplier conduct, particularly in the following areas: data protection, reporting, equal treatment, equal opportunities, human rights, human dignity, combating human trafficking, child labour and forced labour, conflicts of interest, protection of reputation, advocacy organisations, responsible sourcing of raw materials, sustainable development, environmental protection, trade compliance, product safety, prevention of corruption, gifts, hospitality, respect, occupational health and safety, working conditions, social responsibility, fair market conduct, relations with partners, handling of trade secrets, corporate assets, whistleblowing system. It is in these areas that concerns, adverse effects or risks may arise in relation to the supply chain.

Compliance with the rules of the Supplier Code of Conduct is an ethical responsibility of Rába's partners and a fundamental and mandatory element of the business partnership with Rába. Rába considers compliance with these requirements to be of fundamental importance to its contractual relationships and reserves the right to terminate the relevant contract with immediate effect, giving reasons, if the partner fails to meet these requirements and is unwilling to take the necessary measures to remedy the non-compliance. The partner's operations may be monitored through surveys, questionnaires or, where necessary, audits. Rába may request a supplier self-assessment at any time and reserves the right to conduct audits at any time to verify that the partner complies with the provisions of Rába's Supplier Code of Conduct. Such audits are always carried out in accordance with the relevant legislation, with particular regard to data protection.

When selecting new suppliers, Rába sends a supplier self-assessment questionnaire to its prospective new partners. During the evaluation of this questionnaire, the new supplier's sustainability performance is assessed. During the evaluation and supplier selection process, social and environmental criteria are taken into account. In such situations, suppliers are required to cooperate and provide the requested documents and other information in a transparent manner.

The Company does not have a payment policy aimed at preventing late payments, but endeavours to pay all suppliers on time as far as possible.

G1-3. – Prevention and detection of corruption and bribery

Prevention of corruption

All Rába employees are obliged to refrain from offering, promising or soliciting any unlawful advantage in connection with their activities carried out for or on behalf of Rába, and from accepting any unlawful advantage or promise thereof. An advantage may be defined as any benefit, treatment or other circumstance of a financial, personal or moral nature which, as a result, places the person concerned or another person in relation to them (e.g. a relative) in a more favourable position than before, either directly or indirectly. Gifts also fall within the scope of the concept of an advantage. In accordance with Rába's policy and its spirit, it is prohibited to make or accept any payment that contravenes the law in any country, whether to representatives of government offices, state institutions or private companies.

With regard to other intellectual activities (e.g. giving lectures, writing papers), care must also be taken to ensure that employees do not accept any invitations or requests on the basis of which anyone could be regarded as being indebted to the inviting or requesting party.

Employees may not accept or agree to receive remuneration or any other benefit from a third party in connection with their activities performed under their employment relationship. Any service of pecuniary value provided by a third party to an employee in addition to the service to which the employer is entitled shall be deemed to be such remuneration or benefit.

Rába's officers and employees must avoid any situation in which the granting of an unlawful advantage, or even the suspicion thereof, may arise.

New employees and officers receive training upon joining the Company on its ethical principles and expectations, including the condemnation of corruption.

Gifts and hospitality

Gifts and hospitality from a business partner should not influence business decisions or create the appearance of influence. Employees must refrain from requesting any gift, either explicitly or implicitly, directly or indirectly.

Employees must not solicit or accept any gift, benefit, invitation, service or any other benefit promised to them, their family members, relatives, friends, other associates or organisations they support, which could in any way be linked to their work or workplace.

Improper payments that contravene the law and the Code of Business Conduct and Ethics are not the same as small gifts, courtesy gifts received from clients, business entertainment, the acceptance of customary hospitality at work-related events, or the reimbursement of costs directly related to the performance of a contract with customers. Gift-giving in the course of business and client relationships can enhance the company's reputation and help foster good business relationships.

Gifts of a value customary in such circumstances may be given and accepted, taking into account the job role, position within the organisation, and rank of the person giving and receiving the gift, as well as the purpose and occasion of the gift.

Recurring, regular benefits received from a partner (on a daily, weekly or monthly basis) do not constitute a business gift and are therefore not acceptable.

Regardless of value, a gift may not consist of money, cash, alternative means of payment, shopping, gift or travel vouchers, securities, or any supplementary benefit provided in return for a service and directly related to it.

It is expressly prohibited to give or accept a gift, or to engage in conduct suggesting such an intention, for the purpose of influencing a decision, causing a decision to be made or not made, causing an action to be taken or not taken, or engaging in conduct that is unlawful or contrary to the employer's internal regulations.

Any suspicion or appearance that the Company or any of its employees is influencing or attempting to influence public authorities must be avoided; therefore, extreme care must be taken with regard to gifts and invitations involving public authorities.

The following are considered improper payments:

- Any business benefit, entertainment, gift or business invitation that confers an advantage on a business partner.
- Any opportunity offered to a business partner, their employee, or a public official for the purpose of gaining an advantage.
- Sharing the Company's property, products, assets or other intellectual property with other interested parties.
- The use or transfer of the Company's financial or other resources for political purposes.
- Accepting gifts of disproportionate value from business partners or other interested parties.

Representative events and business lunches do not breach the policy, unless doubts arise regarding the circumstances and the criteria of appropriateness. Hospitality appropriate to the guest's position, provided in a non-obligatory manner, is considered standard hospitality.

The standard and value of services provided when hosting guests must be determined in relation to the guest's role, position and rank within the organisation, as well as the purpose and occasion of the event. One must refrain from providing services that are ostentatious, exceed reasonable and necessary costs, or give the appearance of, or are susceptible to, abuse.

Handling cases of corruption

The Company is responsible for receiving and investigating reports of misconduct, irregularities and risks to integrity and corruption and has established procedures in the Code of Business Conduct and Ethics to contribute to the effective management of corruption risks within the organisation and to improve the organisation's resilience against corruption.

The Group's policy on the prevention of corruption is set out in the Code of Business Conduct and Ethics, which is available to everyone on the company's website (www.raba.hu). The procedures for handling cases of corruption form part of the internal regulatory documents. The Company ensures a fair and independent procedure in all cases, with cases investigated by an independent Ethics Committee. A person commits an ethical offence if they breach any of the rules set out in the Code and such an offence does not fall within the scope of administrative or criminal proceedings. In the case of employees, a breach of the Code through their own fault may result in disciplinary proceedings. The outcome of disciplinary proceedings depends on the severity of the breach, but in serious cases, it may even result in the termination of employment. If Rába's partners fail to comply with the expected ethical standards and seriously breach the provisions of the Code, the Company may even terminate its relationship with them. Those involved in the disciplinary proceedings may not be parties to the case.

All new entrants at Rába Axle Ltd. and Rába Automotive Components Ltd. receive training through participation in the "B" Orientation Programme described above, covering the company's quality, environmental, health and safety policies, internal regulations, and the provisions of the Code of Business Conduct and Ethics.

The Company has no information available regarding the percentage of risk-exposed functions covered by the training programme.

G1-4. – Preventing corruption and bribery

It can be stated that Rába's activities are free from any form of corruption. No verdict was adopted in 2025 for culpability for breaches of anti-corruption and anti-bribery legislation, nor were any such proceedings initiated, and consequently no fines were imposed. Consequently, no action was required in this area, nor were any employees dismissed in connection with such cases.

None of Rába's business partners terminated a contract due to legal violations relating to corruption or bribery. No act of corruption constituted an obstacle to the renewal or re-signing of a contract.

In the reporting period, there were no legal proceedings initiated in the absence of a formal investigation in either 2024 or 2025 relating to corruption or bribery.

	2024
Number of verdicts establishing culpability for breaches of anti-corruption and anti-bribery legislation	0
Total amount of fines imposed in verdicts establishing culpability for breaches of anti-corruption and anti-bribery legislation	0
Measures taken to address breaches of procedures and standards relating to the fight against corruption and bribery	0

	2025
Number of verdicts establishing culpability for breaches of anti-corruption and anti-bribery legislation	0
Total amount of fines imposed in verdicts establishing culpability for breaches of anti-corruption and anti-bribery legislation	0
Measures taken to address breaches of procedures and standards relating to the fight against corruption and bribery	0

G1-6. – Payment practices

Rába takes all necessary measures to ensure that its payment practices comply with the applicable contractual terms. Nothing demonstrates this commitment better than the fact that, at the time of publication of the Sustainability Report, there are no ongoing legal proceedings against Rába relating to late payment.

	2024
The average number of days required by the company to settle an invoice from the start of the payment period specified in the contract or by law, expressed in days	11 days
Description of the company's general payment terms, expressed in days, by main categories of suppliers	for materials and equipment: 45–90 days for services: 15–30 days
Percentage of the company's payments made in accordance with its general payment terms	49%
Number of legal proceedings currently in progress regarding late payments	No legal proceedings are currently in progress

	2025
The average number of days required by the company to settle an invoice from the start of the payment period specified in the contract or by law, expressed in days	5 days
Description of the company's general payment terms, expressed in days, by main categories of suppliers	for materials and equipment: 45–90 days for services: 15–30 days
Percentage of the company's payments made in accordance with its general payment terms	75%
Number of legal proceedings currently in progress regarding late payments	No legal proceedings are currently in progress

To calculate the average time between the due date and payment of supplier invoices, the Company used the following method: it calculated the deviation between the payment of supplier invoices arising during the period and their due dates by weighting the values of the invoices. It multiplied the invoice-level deviation (number of days) by the value of the relevant invoice and divided the total sum of these by the total value of all invoices incurred during the period. This method took into account the fact that any delay experienced with higher-value invoices carries greater significance than the same delay in the case of a lower value.

Payment practices improved in 2025 compared to 2024. The average time taken by the company to pay an invoice, measured in days from the start of the contractual or statutory payment deadline, improved from 11 days to 5 days. The percentage of payments made by the company in accordance with its general terms and conditions () also improved from 45% to 75%. No legal proceedings were pending either in the previous reporting period or in 2025. The time taken to make payments remained unchanged across supplier categories.

Methodology for determining the proportion of payments made in accordance with payment terms:

For payments made, an invoice-level review was conducted to determine whether the payment was made in accordance with the due date. The total value of payments made in accordance with these terms was divided by the total value of all invoices paid. The Group regarded the percentage thus obtained as the proportion of payments made in accordance with the payment terms.

For materials, equipment and services, the categories and the number of days overdue are determined on the basis of consultations with suppliers.

Appendix 1

Disclosure requirement and relating regulations	Reference to the regulation on sustainability disclosures	Reference to Pillar 3	Reference to the regulation on reference indicators	Reference to the EU Climate Regulation	Materiality	Page number
ESRS 2 GOV-1 The board's gender diversity, paragraph 21(d)	Indicator No 13 in Table 1 of Annex I		Annex II to Commission Delegated Regulation (EU) 2020/1816 ⁽²⁷⁾		yes	10
ESRS 2 GOV-1 Percentage of independent board members, paragraph 21(e)			Annex II to Commission Delegated Regulation (EU) 2020/1816		yes	10
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator No 10 in Table 3 of Annex I				yes	14
ESRS 2 SBM-1 Involvement in activities related to fossil fuels Paragraph 40(d)(i)	Indicator No 4 in Table 1 of Annex I	Article 449 a. of EU Regulation 575/2013/EU; Commission Implementing Regulation (EU) 2022/2453 ⁽²⁸⁾ Table 1: Quality information on environmental risk and Table 2: Quality information on social risk	Annex II to Commission Delegated Regulation (EU) 2020/1816		no	
ESRS 2 SBM-1 Involvement in activities related to the manufacture of chemicals (Paragraph 40(d)(ii))	Indicator No 9 in Table 2 of Annex I		Annex II to Commission Delegated Regulation (EU) 2020/1816		no	
ESRS 2 SBM-1 Involvement in activities related to disputed weapons Paragraph 40(d)(iii)	Indicator No 14 in Table 1 of Annex I		Commission Delegated Regulation (EU) 2020/1818 ⁽²⁹⁾ , Commission Delegated Regulation (EU) 2020/1816, Article 12, paragraph (1), Annex II		no	
ESRS 2 SBM-1 Participation in activities related to the cultivation and production of tobacco, paragraph 40 (d) iv.			Commission Delegated Regulation (EU) 2020/1818, Commission Delegated Regulation (EU) 2020/1816, Article 12 (1) , Annex II		no	
ESRS E1-1 Transition plan for climate neutrality by 2050, paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	yes	41
ESRS E1-1 Undertakings excluded from the EU benchmarks aligned with the Paris Agreement Paragraph 16(g)		Article 449a Regulation 575/2013/EU; Commission Implementing Regulation (EU) 2022/2453 Table 1: Banking book - The risk of climate change transition: Credit quality of exposures by sector, issue size and remaining maturity	Commission Delegated Regulation (EU) 2020/1818, Article 12 (1) (d)-(g) and Article 12 (2).		no	
ESRS E1-4 GHG emission reduction target Paragraph 34	Indicator No 4 in Table 2 of Annex I	Article 449a.; 575/2013/EU Regulation; Commission Implementing Regulation (EU) 2022/2453, Table 3: Banking book - The risk of climate change transition: Adaptation indicators	Commission Delegated Regulation (EU) 2020/1818, Article 6		yes	54

Disclosure requirement and relating regulations	Reference to the regulation on sustainability disclosures	Reference to Pillar 3	Reference to the regulation on reference indicators	Reference to the EU Climate Regulation	Materiality	Page number
ESRS E1-5 Energy consumption from fossil sources, breakdown according to sources (only high climate impact sectors), paragraph 38	Indicator 5 in Table 1 and Indicator 5 in Table 2 of Annex I				yes	58
ESRS E1-5 Energy consumption and structure, paragraph 37	Indicator No 5 in Table 1 of Annex I				yes	58
ESRS E1-5 Energy intensity in relation to activities in high climate impact sectors, paragraphs 40-43	Indicator No 6 in Table 1 of Annex I				yes	58
ESRS E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions, paragraph 44	Indicators 1 and 2 in Table 1 of Annex I	Article 449a.; 575/2013/EU Regulation; Commission Implementing Regulation (EU) 2022/2453, Table 1: Banking book - The risk of climate change transition: Credit quality of exposures by sector, issue size and remaining maturity	Commission Delegated Regulation (EU) 2020/1818, Article 5 (1) Article 6 and Article 8 (1)		yes	63
ESRS E1-6 Gross GHG emission intensity Paragraphs 53-55	Indicator No 3 in Table 1 of Annex I	Regulation 575/2013/EU, Article 449 a.; Commission Implementing Regulation (EU) 2022/2453 Table 3: Banking book - The risk of climate change transition: Adaptation indicators	Regulation (EU) 2020/1818, Article 8 (1)		yes	63
ESRS E1-7 GHG removal and carbon credits, paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	no	
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks Paragraph 66			Commission Delegated Regulation (EU) 2020/1818, Annex II, Delegated Regulation (EU) 2020/1816, Annex II		no	
ESRS E1-9 The monetary amounts disaggregated by acute and chronic physical risk, paragraph 66 (a) ESRS E1-9 The location of significant assets at material physical risk, paragraph 66 (c)		Regulation 575/2013/EU, Article 449 a.; Commission Implementing Regulation (EU) 2022/2453, preamble paragraphs (46) and (47), Table 5: Banking book - The physical risk related to climate change: Exposure towards physical risks.			no	
ESRS E1-9. Breakdown of the carrying value of the undertaking's real estate assets by energy-efficiency classes, paragraph 67 (c)		Regulation 575/2013/EU, Article 449 a.; Commission Implementing Regulation (EU) 2022/2453, preamble paragraph (34), Table 2: Banking book - The risk of climate change transition: Loans secured on real estate - The energy efficiency of collateral			no	

Disclosure requirement and relating regulations	Reference to the regulation on sustainability disclosures	Reference to Pillar 3	Reference to the regulation on reference indicators	Reference to the EU Climate Regulation	Materiality	Page number
ESRS E1-9 The extent of the portfolio's exposure to climate-related opportunities Paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		no	
ESRS E2-4 Each pollutant listed in Annex II of the PRTR Regulation (European Pollutant Release and Transfer Register "E-PRTR Regulation") emitted to air, water and soil, paragraph 28	Indicator 8 in Annex I, Table 1, Indicator 2 in Annex I, Table 2, Indicator 1 in Annex I, Table 2, Indicator 3 in Annex I, Table 2				yes	69
ESRS E3-1 Water and marine resources, paragraph 9	Indicator No 7 in Table 2 of Annex I				no	
ESRS E3-1 Targeted policy, paragraph 13	Indicator No 8 in Table 2 of Annex I				no	
ESRS E3-1 Sustainable oceans and seas, paragraph 14	Indicator No 12 in Table 2 of Annex I				no	
ESRS E3-4 Total water recycled and reused, paragraph 28 (c)	Indicator No 6.2 in Table 2 of Annex I				no	
ESRS E3-4 total water consumption in own operations in m3 per million EUR net revenue, paragraph 29	Indicator No 6.1 in Table 2 of Annex I				no	
ESRS 2 – IRO 1 – E4 paragraph 16 (a) i.	Indicator No 7 in Table 1 of Annex I				no	
ESRS 2 – IRO 1 – E4 paragraph 16 (b)	Indicator No 10 in Table 2 of Annex I				no	
ESRS 2 – IRO 1 – E4 paragraph 16 (c)	Indicator No 14 in Table 2 of Annex I				no	
ESRS E4-2 Sustainable land use/agricultural practices or policies Paragraph 24(b)	Indicator No 11 in Table 2 of Annex I				no	
ESRS E4-2 Sustainable oceans / seas practices or policies, paragraph 24 (c)	Indicator No 12 in Table 2 of Annex I				no	
ESRS E4-2 Policies to address deforestation, paragraph 24 (d)	Indicator No 15 in Table 2 of Annex I				no	
ESRS E5-5 Non-recycled waste, paragraph 37 (d)	Indicator No 13 in Table 2 of Annex I				yes	75

Disclosure requirement and relating regulations	Reference to the regulation on sustainability disclosures	Reference to Pillar 3	Reference to the regulation on reference indicators	Reference to the EU Climate Regulation	Materiality	Page number
ESRS E5-5 Hazardous waste and radioactive waste, paragraph 39	Indicator No 9 in Table 1 of Annex I				yes	75
ESRS 2 - SBM3 - S1 Risk of incidents of forced labour, paragraph 14 (f)	Indicator No 13 in Table 3 of Annex I				yes	79
ESRS 2 - SBM3 - S1 Risk of incidents of child labour, paragraph 14 (g)	Indicator No 12 in Table 3 of Annex I				yes	79
ESRS S1-1 Human rights policy commitments, paragraph 20	Indicator 9 in Table 3 and Indicator 11 in Table 1 of Annex I				yes	83
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			Commission Delegated Regulation (EU) 2020/1816, Annex II		yes	83
ESRS S1-1 Processes and measures for preventing trafficking in human beings, paragraph 22	Indicator No 11 in Table 3 of Annex I				no	
ESRS S1-1 workplace accident prevention policy or management system, paragraph 23	Indicator No 1 in Table 3 of Annex I				yes	83
ESRS S1-3 grievance/complaints handling mechanisms, paragraph 32 (c)	Indicator No 5 in Table 3 of Annex I				yes	87
ESRS S1-14 Number of fatalities and number and rate of work-related accidents, paragraph 88 (b) and (c)	Indicator No 2 in Table 3 of Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II		yes	96
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness, paragraph 88 (e)	Indicator No 3 in Table 3 of Annex I				yes	96
ESRS S1-16 Unadjusted gender pay gap, paragraph 97 (a)	Indicator No 12 in Table 1 of Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II		yes	97
ESRS S1-16 Excessive CEO pay ratio, paragraph 97 (b)	Indicator No 8 in Table 3 of Annex I				yes	97
ESRS S1-17 Incidents of discrimination, paragraph 103 (a)	Indicator No 7 in Table 3 of Annex I				no	

Disclosure requirement and relating regulations	Reference to the regulation on sustainability disclosures	Reference to Pillar 3	Reference to the regulation on reference indicators	Reference to the EU Climate Regulation	Materiality	Page number
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD Guidelines, paragraph 104 (a)	Indicator 10 in Table 1 and Indicator 14 in Table 3 of Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II, Commission Delegated Regulation (EU) 2020/1818, Article 12(1)		no	
ESRS 2 - SBM3 - S2 Significant risk of child labour or forced labour in the value chain, paragraph 11 (b)	Indicator 12 and 13 in Table 3 of Annex I				no	
ESRS S2-1 Human rights policy commitments, paragraph 17	Indicator 9 in Table 3 and Indicator 11 in Table 1 of Annex I				no	
ESRS S2-1 Policies relating to workers in the value chain, Section 18	Indicator 11 and 4 in Table 3 of Annex I				no	
ESRS S2-1 Failure to take into account the UN Guiding Principles on Business and Human Rights and the OECD Guidelines	Indicator No 10 in Table 1 of Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II, Commission Delegated Regulation (EU) 2020/1818, Article 12(1)		no	
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			Commission Delegated Regulation (EU) 2020/1816, Annex II		no	
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain, paragraph 36	Indicator No 14 in Table 3 of Annex I				no	
ESRS S3-1 Human rights policy commitments, paragraph 16	Indicator 9 in Table 3 and Indicator 11 in Table 1 of Annex I				no	
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines, paragraph 17	Indicator No 10 in Table 1 of Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II, Delegated Regulation (EU) 2020/1818, Article 12(1)		no	
ESRS S3-4 Human rights issues and incidents, paragraph 36	Indicator No 14 in Table 3 of Annex I				no	
ESRS S4-1 Policies relating to consumers and end-users, paragraph 16	Indicator 9 in Table 3 and Indicator 11 in Table 1 of Annex I				no	

Disclosure requirement and relating regulations	Reference to the regulation on sustainability disclosures	Reference to Pillar 3	Reference to the regulation on reference indicators	Reference to the EU Climate Regulation	Materiality	Page number
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines, paragraph 17	Indicator No 10 in Table 1 of Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II, Commission Delegated Regulation (EU) 2020/1818, Article 12(1)		no	
ESRS S4-4 Human rights issues and incidents, paragraph 35	Indicator No 14 in Table 3 of Annex I				no	
ESRS G1-1 United Nations Convention against Corruption, paragraph 10 (b)	Indicator No 15 in Table 3 of Annex I				yes	101
ESRS G1-1 Protection of whistle-blowers, paragraph 10 (d)	Indicator No 6 in Table 3 of Annex I				yes	101
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws, paragraph 24 (a)	Indicator No 17 in Table 3 of Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II		yes	107
ESRS G1-4 Standards of anti-corruption and anti-bribery, paragraph 24 (b)	Indicator No 16 in Table 3 of Annex I				yes	107