

MVM Group's policy on freedom of association

MVM Group recognises and respects the freedom of association, the right to form and join a trade union, and the right to collective bargaining and collective agreements. We enable employee representatives to conduct negotiations with management holding the appropriate decision-making powers.

We prohibit retaliation, intimidation, harassment or violence against trade union members, trade union representatives and employees who seek to exercise these rights.

As a group with approximately 20,000 employees, we recognise the importance and value of direct and constructive dialogue with our employees. We believe that open and ongoing dialogue between the social partners is key to the success of our Group, and we attach great importance to establishing agreements that protect and improve the Group's business model while we provide competitive pay, benefits and job security for our employees.

MVM Group maintains positive working relations with trade union representatives, and trade unions are informed of planned changes prior to any significant changes affecting their operations, in accordance with legal requirements and collective agreements.

We apply our policy on freedom of association in accordance with the Labour Code and other legislation as well as the relevant international conventions, including the Convention for the Protection of Human Rights and Fundamental Freedoms, the revised European Social Charter, the Charter of Fundamental Rights of the European Union and the treaties of the International Labour Organisation.

October 17, 2023.

Tamáská József Miklós (signed)
General Deputy CEO