



CHARTER OF EQUAL OPPORTUNITIES AND ETHICS

Diversity and inclusion at the
VIDEOTON Group

2024

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1. Preamble

This Charter of Equal Opportunities and Ethics contains the fundamental values and ethical standards accepted and considered to be followed by VIDEOTON HOLDING ZRt. and its affiliated companies (hereinafter collectively referred to as VIDEOTON, the VIDEOTON Group or the Group), an analysis of the employment situation of all employees of the VIDEOTON Group, with particular reference to the disadvantaged groups of employees, and the employer's policies and measures that ensure equal opportunities for the groups of employees concerned. In addition, the Charter details the future aspirations of the VIDEOTON Group, which will contribute to a greater diversity of VIDEOTON employees.

The purpose of the Charter is to familiarise employees with the principles, objectives and opportunities represented by VIDEOTON HOLDING ZRt. and its affiliated companies and to encourage employees to comply with the core values set out in the Charter by formulating guidelines. Compliance with the values contained in the Charter is binding for all employees employed by any member company of the VIDEOTON Group.

2. General objectives and principles

2.1 Scope of the Charter of Equal Opportunities and Ethics

This Charter of Equal Opportunities and Ethics enters into force on 1 January 2024 and will be in effect for an indefinite period from the date of its entry into force. The VIDEOTON Group reserves the right to unilaterally amend this Charter of Equal Opportunities and Ethics.

2.2 General principles

2.2.1 Equal opportunities

The VIDEOTON Group is committed to promoting the principle of equal opportunities. We believe that all people have the right to be treated with respect and dignity both in and outside the workplace. We respect the human values and uniqueness of our employees.

We are aware that disadvantaged groups can be identified among the VIDEOTON Group's employees. By creating a supportive environment and dealing with these groups with particular sensitivity, our aim is to eliminate the disadvantages resulting from their situation, to preserve their uniqueness and to contribute to the preservation of their values.

Disadvantaged target groups

The following groups – though not exclusively – are considered to be disadvantaged within the VIDEOTON Group and are therefore treated with particular sensitivity:

- women
- workers over 40 years of age, including retired workers
- persons with reduced working capacities and with disabilities
- workers under 25 years of age
- people of Roma origin
- those returning to work after maternity leave, those who want to work during maternity period
- people with two or more children under 10

In addition to the above, we are aware that any of our employees may belong to disadvantaged groups based on their religious or political beliefs, sexual orientation, origin, race, nationality, however, the VIDEOTON Group does not keep records of, collect or store such information, either on a mandatory or on a self-report basis. Therefore, employees cannot be classified in priority target groups in this respect and no equal opportunity programmes can be designed for them. Nevertheless, the interests of these employees are fully protected by this Charter of Equal Opportunities and Ethics and the principles and standards of conduct set out below, also apply to the prohibition of any discrimination against them.

Non-discrimination, equal treatment

The VIDEOTON Group prohibits discrimination against employees in the course of employment. This covers recruitment, employment, wages, incomes, benefits, training and further training programmes, and other employment-related matters.

The prohibition of discrimination applies to all forms of discrimination against workers on any ground - in particular age, gender, marital status, sexual orientation, nationality, race, origin, religion or political opinion.

Respect for human dignity

The VIDEOTON Group respects the human values, dignity and uniqueness of its employees in the employment. It is considered an important task to create an appropriate working atmosphere and to contribute to the preservation and strengthening of fundamental values.

Partnership and cooperation

The VIDEOTON Group seeks to apply the principle of partnership in employment by establishing transparent contractual relationships, while ensuring mutual benefits.

Social solidarity

The VIDEOTON Group is committed to ensuring that no employee of any age, gender, nationality, family, health, religion or sexual orientation is more valuable to the society than another.

Fair and flexible treatment

The prohibition of discrimination does not resolve all existing inequalities, so we are developing fair and flexible measures to facilitate the improvement and preservation of the position of employees.

2.2.2 Ethical behaviour

The VIDEOTON Group expects all its employees, especially its managers, to behave ethically in accordance with the above principles and to implement them in practice.

In the course of their work, employees with different characteristics, age, gender, marital status, sexual orientation, nationality, race, religion, political beliefs come into contact with each other, a fact that all employees must accept. The employer does not accept any demands, requests or proposals that adversely affect any of the above groups when determining the job title or work group of an individual employee, but welcomes practices that promote the employment and integration of disadvantaged groups.

In the employment, any treatment that may be perceived as degrading, in particular with regard to the age, gender, marital status, sexual orientation, nationality, race, origin, religion or political beliefs of the colleagues is prohibited. Moreover, any discriminatory gestures, expressions or physical contact of a sexual, violent, coercive, threatening, abusive or exploitative nature are strictly prohibited.

In addition to the above, any insult, gibe, bullying of others based on their age, gender, marital status, sexual orientation, nationality, race, origin, religion or political beliefs is prohibited. It is also forbidden to use such to create a hostile atmosphere or influence career progress. Furthermore, the misuse of personal information about others and malicious gossip are not tolerated.

2.2.3 Prohibition of harassment

All forms of harassment, whether directed towards colleagues or any partner, are strictly prohibited for all employees of the Group.

Harassment occurs when the conduct is offensive to others, regardless of its intentionality.

- It is forbidden to behave in a way that could be perceived by anyone as violent, intimidating, hateful or offensive.
- Any form of sexual harassment is strictly prohibited. Sexual harassment includes all sexually defined inappropriate behaviour, such as physical contact, advances, sexually explicit comments, messages, jokes.

2.3 Violation of principles

If any employee of the VIDEOTON Group encounters a violation of the above principles or direct or indirect discrimination in the course of their work, they must always inform their supervisor.

VIDEOTON HOLDING ZRt. and its affiliated companies, which are obliged to do so, have a communication channel and procedures (a so-called whistleblowing system) in place to enable the reporting and investigation of information concerning unlawful or suspected to be unlawful acts or omissions or other forms of abuse. The whistleblowing report can be done on the basis of the procedure and detailed rules specified by the Whistleblowing Policy of the given affiliate. Both VIDEOTON HOLDING ZRt. and the affiliated companies publish their own Whistleblowing Policy on their website and also announce it locally in the usual way.

3. Diversity and inclusion

At the VIDEOTON Group, we believe that the diversity of our employees contributes to our business success, and by creating an inclusive environment and introducing programmes to promote equality for disadvantaged groups, we establish a corporate culture that not only improves our competitiveness, but also contributes to achieving social justice.

We are aware that creating an equal opportunities, diversity and inclusive environment is not finished yet, it has to be part of our daily business. However, in all our decisions, we strive to create an environment where all our employees feel appreciated, can develop their skills as individuals and as part of a team, and can carry out their duties without any kind of discrimination. We want to create and maintain a workplace where everyone can find their place, where people can be themselves and where no colleague's gender, health, marital status, sexual orientation, nationality, race, ethnic origin, religion or political beliefs are barriers to their progress.

3.1 Promoting gender equality

VIDEOTON is committed to gender equality and the empowerment and advancement of women. We are aware that women are underrepresented in the business sectors of the VIDEOTON Group, especially in scientific, technical and engineering fields, but achieving a better gender balance is an absolute priority for VIDEOTON. In order to promote gender equality, we ensure equal opportunities in recruitment and hiring and strive to make technical and engineering careers attractive to women.

3.1.1 Equal opportunities in recruitment

Achieving a healthier gender balance starts with recruitment, therefore we place great emphasis on ensuring that the job descriptions advertised do not in any way convey gender discrimination. We do not screen applicants by gender and aim to provide opportunities for nearly as many women as men. We offer equal wages to male and female applicants with the same qualifications applying for the same job.

3.1.2 Scholarship programme for women

Knowing that the proportion of women in technical and engineering careers are lower due to the gender bias in education, the VIDEOTON Group plans to offer scholarships to talented women studying in the fields of technology, engineering and science at selected universities and higher education institutions.

In addition, the VIDEOTON Group will seek to participate in civil or governmental programmes aimed at making technical careers more attractive to women.

3.1.3 VIDEOTON for Women

VIDEOTON's long term plans include the creation of a VIDEOTON for Women corporate support group, made up of women managers and volunteer employees who are willing and able to take action to improve the situation of women in the Company Group. The organisation will help achieve its objectives through various initiatives, programmes, training and support for talented women employees.

3.2 Not a question of age - generational diversity

We believe that talent is not a question of age. We strive to implement the practice of generational diversity in our Group, where each generation learning from and supporting each other contributes to our success. We do our utmost to help young people develop and advance, while we are proud to build on the experience of many of our employees until and beyond retirement.

3.2.1 Start at VIDEOTON

We wish to offer talented young people, especially young graduates, a great opportunity through our programmes:

Dual Training Programme

We run dual training programmes for university students, where students have the opportunity to immediately put the theoretical knowledge they have acquired into practice, as they are in contact with the company from the first semester of their university years.

Besides pursuing their studies at the university, students also spend relevant time in the company, where they are introduced to the theoretical and practical knowledge required for the profession by experienced colleagues.

After completing their studies, young people on a dual training programme will have practical knowledge that will give them the opportunity to enter the world of work as more than just a beginner.

VIDEOTON Talent Programme (VITAL)

The aim of this programme in one hand is to provide students studying in a field related to the activities of the VIDEOTON Group with a training opportunity to help them find a job and start their career, and on the other hand to provide the VIDEOTON Group with a long-term supply of skilled workers. The successful applicant will receive a regular monthly grant for the length of the academic semesters, provided that their average academic performance reaches the required level.

VIDEOTON YOUTH

The VIDEOTON YOUTH programme offers opportunities for talented recent graduates or young employees who do not necessarily know yet what they want to do exactly. Thanks to the size of the VIDEOTON Group and our various business activities, we can help a young candidate to find the position that best suits their personality and interests, and provide a career path that is tailored to their individual needs.

3.2.2 Mentoring programme

Long-term plans include the development of a mentoring programme to promote knowledge sharing between generations. The scheme will support the integration and professional development of young employees new to the Group (mainly in white-collar jobs) by senior mentor colleagues with extensive professional experience and/or specific expertise.

3.2.3 Promoting experience

VIDEOTON recognises the experience and expertise of senior colleagues and values their loyalty to the Group. We are particularly proud of those colleagues who remain with

VIDEOTON until their retirement and we will take good care of them in a dignified manner during their well-deserved years of retirement.

Loyalty Programme

We value loyalty, so we reward the loyalty of our employees who have been working at VIDEOTON for a long time with a loyalty award. A loyalty award is given to all VIDEOTON colleagues who have been employed by a VIDEOTON member company for 10-15-20-25 years, etc.

After VIDEOTON

For our employees who retire from our Group after many years of hard work, we hold monthly senior social clubs and invite them to our various company events, helping them to stay connected with VIDEOTON. We regularly provide vitamins to help our retired colleagues stay healthy, and we provide ongoing support to our pensioners in need.

3.3 VIDEOTON's families - Family-friendly operation, well-being of employees

At VIDEOTON, we believe that ensuring a good work-life balance, creating a healthier working environment and protecting the physical and mental health of our employees will ultimately contribute to our competitiveness. To this end, we place great emphasis on ensuring conditions for employee well-being and family-friendly employment.

3.3.1 Home office and flexible working

In those positions where the effective work performance is possible in this way, we provide our colleagues, subject to management approval, with flexible working hours and/or the opportunity to work in home office.

3.3.2 VIDEOTON parents, children

We consider it important to help ease the burden of having and raising children for parents working at VIDEOTON.

Reintegration of parents with young children, working during maternity leave

We keep in touch with parents on maternity leave and invite them to our company events to reassure them that we welcome them to return to work. Their return is always assured and if the parent is unable to return to their previous job, we will seek to find the most suitable position for them. We are also open to part-time employment if the parent requests it. Our Group can also offer opportunities for mothers / fathers who wish to work on a part-time basis and who agree to the terms and conditions of employment.

Baby package/gifts for new-borns

The arrival of a baby is always a joyful event and our Group would like to share in the happiness of new parents. That's why when one of our employees has a baby, we present them with a VIDEOTON baby package.

Summer camps for children

Organising summer programmes for children is a financial and organisational burden for many parents. We want to ease this burden with day camps organised by the

VIDEOTON Foundation for Employees, where all our employees' primary school children can enjoy free recreational programmes during the summer holiday.

3.3.3 I feel good - wellbeing programmes

We offer a range of programmes and services to promote employee wellbeing because we believe that employees who feel good are more loyal and productive.

Corporate recreational opportunities

We believe it is important for our employees to relax in appropriate conditions after a year of hard work, so we offer discounted recreational opportunities for all our employees at various Lake Balaton resorts owned by our Group.

Screening programmes, health promotion

Health promotion is a priority for VIDEOTON, which is why we organise several screenings every year, offering comprehensive screening opportunities, especially for employees in risk age groups. In addition, several free specialist consultations are available to our employees in our own medical practices.

Sports and recreation

We offer a wide range of sports activities for our employees, support our self-organised sports clubs and organise a number of family days, sports days and inter-company sports competitions.

Employee discounts

We provide our employees with a VIDEOTON card, which can be used to buy a range of services or products at various stores at a discount.

3.4 You have a place at VIDEOTON - Support for people with disabilities

At VIDEOTON, we believe that everyone can find their place. We encourage the employment of persons with reduced working capacities and disabilities, strive to find the most suitable position for them and do our utmost to support them in an inclusive environment.

3.5 Developing together - Investment and employment in deprived areas

The VIDEOTON Group makes it a priority to support the communities in which the Group operates, because we believe that together we can make a real difference. In addition, we have made significant investments to create jobs in regions with high unemployment rates (e.g. in Bulgaria, Töröszentmiklós, Marcali), providing thousands of people with a chance to earn a living.