

HUMAN RIGHTS AND WORKING CONDITIONS POLICY

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POLICY STATEMENT

Rimac Group d.o.o., Rimac Technology d.o.o., Rimac Technology R&D LTD. and all other entities under direct or indirect control of Rimac Group d.o.o. (each entity individually hereinafter referred to as: "we" "our", or the "Company") are committed to promoting and protecting human rights and dignity in all our operations and wherever our business is conducted. Our commitment to human rights is founded on the principles outlined in the United Nations' (UN) International Bill of Human Rights and draws from international human rights and the core labor standards recognized in International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights

at Work and its Fundamental Conventions and the UN's Guiding Principles on Business and Human Rights. We believe that respect for human rights is an essential part of our business and our business partners, contractors and suppliers should share these values. This Human Rights and Working Conditions Policy ("Policy") reflects our commitment to upholding the principles and provisions set out in the International Bill of Human Rights and relevant international human rights conventions. We will not engage in, support, or tolerate any form of illegal child labor, modern slavery, harassment, discrimination, forced eviction, or any other violation of human rights.

POLICY SCOPE

This Policy applies to all our directors, officers, employees, contingent workers and other staff (all referred to in this Policy as “employees”).

OUR BUSINESS PARTNERS, SUPPLIERS AND CONTRACTORS

We expect all our business partners, suppliers, and contractors (hereinafter collectively as: “business partners”) to share our commitment to promoting and protecting human rights and dignity. Consequently, we expect all our business partners to comply with this Policy, unless stricter rules are imposed voluntarily or by the mandatory local legislation applicable to such stakeholders.

The expectation also asks that our business partners communicate those expectations to their employees, suppliers, contractors, and business partners who may provide goods or services (as the case may be) to us. If the human rights abuses are identified, we reserve the right to take appropriate actions, including, but not limited to, termination of our business relationship.

OUR COMMITMENTS

CHILD LABOR AND YOUNG WORKERS

We prohibit the employment of children who are under the local legal minimum working age or the age of 15, whichever is higher. When the children are above the minimum working age and therefore eligible for employment, we prohibit the employment of such children in operations or activities that may be hazardous to their health, safety, morals, or development.

WAGES AND BENEFITS

We are committed to paying fair wages and providing adequate benefits to all our employees and complying with applicable employment laws and regulations. The aim is to ensure that the employees and their families have a decent standard of living.

WORKING HOURS

Regular weekly working hours should be established in such a way to consider the needs of the business and the well-being of employees to ensure that employees have adequate time for rest and recovery. Laws and regulations on working hours, overtime, rest days and paid time off, must be respected.

NO FORCED LABOR, MODERN SLAVERY AND HUMAN TRAFFICKING

We prohibit the use of forced labor, including human trafficking and modern slavery, and are committed to combating any forms of forced labor.

FAIR AND ETHICAL RECRUITMENT

We are committed to hiring employees in a fair and transparent manner, following International Labor Standards. This includes avoiding unethical recruitment practices such as misleading workers, charging recruitment fees, and confiscating identity documents.

FREEDOM OF ASSOCIATION

We respect the right of employees to express their opinions and to associate freely, including the right to form and join labor unions and works councils.

HARASSMENT

We prohibit all forms of harassment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, and verbal abuse of employees. Our employees may at any time seek protection from us against such practices, following the Company's channels of escalation.

NON-DISCRIMINATION

We are committed to equal treatment of all individuals and we strictly prohibit discrimination on grounds of race or ethnicity, color, religion, age, gender, national origin, ancestry, political or any other opinion, education, social status, health status, family status, age, property, trade union membership, genetic features, language, sexual orientation, gender identity, disability or any other basis prohibited by applicable laws and regulations.

WOMEN'S RIGHTS

We support the fundamental human right of women to equality, dignity, and respect. We strive to increase the representation of women, by creating a safe and inclusive work environment for women and actively addressing any barriers that may prevent them from realizing their full potential.

DIVERSITY, EQUITY, AND INCLUSION

We are committed to promoting diversity and inclusion in all levels of our workforce and leadership. We strive to create a work environment where diversity is valued and celebrated and where everyone can contribute fully and reach their full potential.

RIGHTS OF MINORITIES AND INDIGENOUS PEOPLES

We are committed to respecting the rights of local communities to decent living conditions, education, employment, and social activities.

LAND, FOREST AND WATER RIGHTS AND FORCED EVICTION

We are committed to avoiding forced eviction and the deprivation of land, forests, and waters in the acquisitions, developments, or other use of these resources.

PRIVATE OR PUBLIC SECURITY FORCES

We will not commission or use private or public security forces that may lead to violations of human rights due to a lack of training or control on our part.

IMPLEMENTATION AND MONITORING

We undertake to implement and monitor this Policy through internal audits and/or assessments. The Policy will be reviewed and updated as necessary to ensure its continued effectiveness in promoting and protecting human rights. We review and update our policies and practices to ensure

that they align with international human rights standards. By doing so, we strive to create a positive impact on the communities where we operate and in the lives of our employees and their families.

RAISING CONCERNS

If our employees have concerns regarding potential behavior that could be contrary to this Policy, they are encouraged to report this immediately according to the channels of escalation set out in Section III of our Code of Ethics and Conduct.

Our whistleblowing system, Speak Up, is accessible via the following links:

- [Rimac Group d.o.o. - https://eu.deloitte-halo.com/whistleblower/website/Rimac_Group?Pg=1&Lang=en-US](https://eu.deloitte-halo.com/whistleblower/website/Rimac_Group?Pg=1&Lang=en-US) d.o.o.
- [Rimac Technology d.o.o. - https://eu.deloitte-halo.com/whistleblower/website/RimacTechnology?Pg=1&Lang=en-US](https://eu.deloitte-halo.com/whistleblower/website/RimacTechnology?Pg=1&Lang=en-US)

CONCLUSION

We believe that respecting and promoting human rights is essential to conducting business in an ethical and responsible manner. Our commitment to human rights is an integral part of our corporate values and is reflected in all our operations and business relationships. We are committed to continuously improving our practices and engaging with our stakeholders to ensure that we are meeting our human rights obligations.

We recognize that respecting human rights is not only a moral obligation, but also a competitive advantage. By fostering a culture of respect and inclusion, we can attract and retain talented employees, build stronger relationships with our business partners, and maintain the trust and confidence of our customers.

Our commitment to human rights is an ongoing effort and we will continue to work to ensure that our operations are aligned with the highest standards of human rights and labor practices.