

Human Rights Global Policy

Purpose

To provide guidance on the Group's approach to Human Rights. We recognise that our business has the responsibility to respect human rights and the ability to contribute to positive human rights impacts. This Human Rights Policy contains the over-arching principles which we endeavour to embed into our global business procedures and systems.

Objectives

The objectives of this policy is to define the Group's position on Human Rights and to define the rules applicable to our daily operations. This Policy has been drafted to reflect the Company's commitment to the international human rights principles encompassed in the **Universal Declaration of Human Rights**, the **International Labour Organization's Declaration on Fundamental Principles and Rights at Work**, the **OECD Guidelines for Multinational Enterprises**, the **United Nations Global Compact**, and the **United Nations Guiding Principles on Business and Human Rights**.

Applicability

The Human Rights Policy applies to AB Dynamics plc ("ABD" or the "Company") and all its operating companies and subsidiaries directly or indirectly controlled by ABD (the "Group").

The Group is committed to working with and encouraging its stakeholders to uphold the principles in this Policy and where appropriate to adopt similar policies within their operations.

Each subsidiary within the Group is committed to include this Policy as a reference in the selection of its main business partners and to refrain from working with business partners who do not maintain appropriate standards with regards to human rights.

Our Governance

Our work in this area is overseen by the Group's ESG Committee on behalf of the Board of Directors and supported by the Group's Executive Leadership, Human Resources Director and General Counsel.

Our Vision

ABD commits that the Group shall operate in a responsible and sustainable manner worldwide, in line with the United Nations' Guiding Principles on Business and Human Rights.

1. GLOBAL LABOUR STANDARDS

1.1. Legal employment

1.1.1. **Child labour**

ABD is committed to respecting the Rights of the Child, including the right to free education, and therefore is committed to contribute to elimination of child labour. In practice, the Group will not engage in or support the employment of children under the age of 18. Some exceptions may be made for children between the age of 16 and 18 when professional experience is part of their education path (e.g. trainees, apprentices). ABD and the Group, to the best of their knowledge, will refrain from working with business partners that are using child labour in their operations.

1.1.2. **Forced labour**

Based on the International Labour Organization definition, the term forced, or involuntary labour shall mean all work or services for which the person has not offered themselves voluntarily or willingly. Examples include, but are not limited to, human trafficking, slavery, debt bondage and ID retention. In accordance with the Group's policy on Modern Slavery, the Group will neither use nor support the use of forced or involuntary labour of any kind, directly or indirectly. The Group, to the best of its knowledge, will refrain from working with business partners that are using forced or compulsory labour in their operations.

1.2. Freedom of association and collective bargaining

ABD respects the individual right of any employee of the Group to freely join, participate in or quit labour organizations to assert and defend their interests. Subsequently, ABD guarantees that any employee of the Group wishing to do so, shall be protected against any internal measure limiting his or her freedom of association such as discrimination of any kind, pay loss or dismissal. However, ABD believes that direct dialogue between individual employees and the Company will better meet the needs of all employees and as such ensures that the appropriate formal and informal communication channels are available.

1.3. Working conditions

1.3.1. Health & Safety

As set out in the Group's various regional Health & Safety Policies, ABD ensures high standards of health and safety for all its employees in the company's work activities. This includes providing appropriate personal equipment (PPE) and implementing health and safety management systems to support continuous improvement. The Company will also integrate safety across processes, continuous education and promote a strong safety culture. The Group ensures that trained, competent persons are available on each operating site and all near misses and incidents are fully investigated with corrective actions implemented. ABD ensures its employees and all employees of the Group have access to medical coverage, whether by way of state-led social security system or insurance.

1.3.2. Working time and leave

ABD pays attention to the overall well-being of all employees the Group, which includes the right to have time dedicated to social, mental, and physical well-being dimensions in their life. ABD states that a work week should not be more than 60 hours, including overtime, except in emergency or unusual situations and workers should be allowed at least one day off per seven-day week (when considered using an appropriate reference period).

1.3.3. Wages and Benefits

Wherever it operates, ABD guarantees the minimum wages set by local laws and regulations. Where there is no such regulation or where the minimum wage is deemed insufficient to meet basic needs, ABD strives to compensate all Group employees to meet their basic needs. We define

basic needs as a wage sufficient to provide the essential necessities for an acceptable standard of living.

1.3.4. Harassment

As set out in its global Anti-Harassment and Bullying Policy, ABD and the Group strives to ensure that all staff are treated and treat others with dignity and respect, and are able to work in an environment free from harassment and bullying. To protect the personal dignity and moral integrity of each of its employees, customers, suppliers, or visitors to its premises, we aim to investigate all complaints in a timely and confidential manner. Investigations will be conducted by someone with appropriate experience and no prior involvement in the complaint, and will be thorough, impartial, and objective, and carried out with sensitivity and due respect for the rights of all parties concerned.

1.3.5. Security

ABD strives to provide secure working conditions in the workplace for all employees of the Group. This includes prevention against physical or verbal violence originating internally or from external threats. ABD with the assistance of its local business leaders has considered the external security environment of each of its global operations and is committed to taking precautions to reduce the security risk for its employees. Respect for privacy and dignity shall be maintained in any situation.

1.3.6. Data privacy

As set out in its regional Data Protection Policies, the Group is committed to protect the personal information of all individuals and to and mitigate risk of data breach, data losses or misuses for the benefit of all its stakeholders whether they are employees, customers, suppliers, investors or other business partners.

1.4. Equal opportunities

1.4.1. Non-discrimination, diversity and inclusion

In accordance with the Group Equal Opportunities policy, ABD is committed to help prevent discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant of the Group, on the bases of, including but not limited to: race, colour, ethnicity or national origin, sex, gender identity and

expression, sexual orientation, age, religion, creed, health condition, disability, pregnancy, marital status, union membership, political affiliation, or veteran status. The Group is also committed to ensure non-discrimination based on the same criteria for its relationships with other stakeholders including customers, suppliers, investors and other business partners. The Group endeavours to mirror the diversity of the communities in which the Group operates and encourage collaboration among colleagues from all backgrounds regardless of race, colour, ethnicity or national origin, sex, gender identity and expression, sexual orientation, age, religion, creed, health condition, disability, pregnancy or marital status, union membership, political affiliation, or veteran status. .

Development of competencies and employability

ABD is committed to ensure development of competencies and employability for all employees of the Group. The Company expects its managers at all levels within the Group to facilitate employees with a regular means of development (including but not limited to education and training, experience, and exposure) on topics that are relevant to the business, and to the function of the employee and his/her expected behaviour as a professional. ABD encourages every Group employee to proactively seek opportunities for training and development, relevant to the business and markets in which the Group operates.

2. LOCAL COMMUNITIES AND INDIGENOUS PEOPLE

ABD is committed to respect the cultures, customs and values of the people and communities in which the Group operates. The Group, through its operations, aims to contribute to the social and economic development of these local communities wherever possible, seeking to establish regular dialogue and lasting relationships with these community leaders where appropriate. ABD also respects the rights of communities by identifying, preventing, and mitigating impact to the local environment and way of life wherever possible.

3. HUMAN RIGHTS POLICY GOVERNANCE

3.1. Implementation Beyond the Formulation of this Policy,

ABD is committed to provide the Group's employees with periodical communications, training, and support to promote this Policy. ABD is committed to conduct due diligence of applicability in high-risk locations or projects.

3.2. Compliance

ABD commits to comply with the applicable law of every country where it operates.

Our principle is that where national law and international human rights standards differ, we will follow the higher standard; where they are in conflict, we will adhere to national law, while seeking ways to respect international human rights to the greatest extent possible. If an employee of the Group believes that there is a conflict between this Policy and the local law, he or she must escalate the case to the Chief Executive Officer to assess the potential conflict and provide support to local management to find alternative solutions.

3.3. Protection and Support for Those Who Raise Concerns

ABD considers that this Policy's implementation and adherence must be supported by grievance and remediation mechanisms. To that purpose:

Staff who raise concerns, make complaints or who participate in good faith in any investigation conducted under this policy must not suffer any form of retaliation or victimisation as a result.

If you believe you have suffered any such treatment you should inform your Line Manager. If the matter is not remedied, you should raise it formally using the local/regional grievance procedure.

Anyone found to have retaliated against or victimised someone for raising a concern or assisting in good faith with an investigation under and in accordance with this policy will be subject to disciplinary action under the applicable disciplinary procedure.

This Human Rights Policy consolidates our existing commitments and brings increased clarity on our processes and procedures. Its principles are implemented across our operations.

This policy may be changed at any time, in accordance with the practices and needs of the Company. It will also be reviewed on a regular basis and updated in accordance with changes to relevant legislation.

This document is a statement of Company policy, is non-contractual in its effect and does not form part of employees' terms and conditions of employment.