

Wellbeing and Family-Friendly Policy of Pannon Tools Kft.

Pannon Tools Kft. is committed to creating a working environment in which the well-being, satisfaction, and quality of life of employees receive priority attention. We believe that employee wellbeing and a family-friendly approach form the foundation not only of individual success, but also of the long-term success of the community and the company. We strive to provide a comprehensive benefits package in addition to competitive compensation, supporting the wellbeing of our employees. These measures represent key elements of corporate success and competitiveness.

The owners and management of Pannon Tools Kft. are committed to the continuous improvement of employee wellbeing and family-friendly practices, thereby ensuring compliance with societal and employee expectations.

In order to achieve our objectives:

- We support flexible forms of employment to ensure labor market adaptability, promote work-life balance, and accommodate different life situations within the organization (e.g., part-time employment, employment of retirees and students).
- In relation to employee benefits and support, we strive not only to provide financial advantages but also to contribute to achieving work-life balance, facilitating everyday life, and strengthening long-term commitment and loyalty (e.g., maintaining regular contact with inactive employees, support programs, salary advances, loyalty programs).
- We provide organizational services that enhance the daily comfort of our employees. We aim to contribute, through our services, to a safe, supportive, and inspiring work environment that promotes long-term satisfaction and engagement (e.g., cafeteria benefits, inclusion of breaks within working hours, home office opportunities, off-site training programs).
- We are committed to the professional development of our employees. Based on the assessment of individual competencies and needs, training is organized according to an annual training plan. We also aim to transform individual knowledge into organizational knowledge through internal mentoring (e.g., development of basic Office skills to intermediate level, methods for preparing professional documentation).
- We strive to ensure that family-support measures provide real assistance in everyday life and strengthen employees' sense of security and appreciation (e.g., back-to-school support, Santa gift packages).
- Through regular corporate events and community programs, we strengthen cohesion among employees, promote cooperation, and support the development of an open and inclusive organizational culture. These occasions provide opportunities for informal interaction, shared experiences, and strengthening the sense of community (e.g., coffee day, summer ice cream events, Christmas dinner).
- We consciously promote the values of family awareness both in internal communication and in external relations. As a family-owned business, the owners place particular importance on representing these values.

Győr, May 5, 2026

 **Pannon
TOOLS**
bt 2027 01st Jani Park, Tó u. 4.
Tóth Tünde *szám: 11130101-2-08*
Managing Director