

Press Release

RECARO AIRCRAFT SEATING CELEBRATES 10 YEARS IN CHINA, COMPLETES PHASE III FACILITY EXPANSION

The Qingdao facility commemorated the final phase of the site's expansion plan, completed within one year of starting construction

SCHWAEBISCH HALL, GERMANY — November 6, 2023 —

RECARO Aircraft Seating (RECARO) celebrated a decade of success at its facility in Qingdao, China. The milestone was marked with an event on October 26, 2023, with distinguished guests including customers, VIPs, suppliers, and the RECARO leadership team in attendance.

A celebration at the Qingdao facility unfolded, complete with a vibrant dragon and lion dance performance, symbolizing strength and good fortune. The event also featured the planting of a Golden Osmanthus tree, a powerful representation of the enduring values and legacy of RECARO. The event concluded with an evening gala dinner where the Long Service Awards ceremony was held to recognize and celebrate the dedication, loyalty and hard work of the team members who have reached 5 to 10 years of service.

"Reaching the 10-year milestone is an exciting accomplishment, not just for the Asia Pacific region but for overall RECARO," said Dr. Mark Hiller, CEO of RECARO Aircraft Seating and RECARO Holding. "The resilience of our colleagues in Qingdao, especially in recent years, is what sets RECARO apart. Our presence in

Qingdao is a very important part of our strategy for the region and greatly contributes to the success of our global footprint."

In parallel with the 10-year anniversary, the third and final phase of the space2grow expansion plan was also successfully completed in October. The company had acquired nearly 11,000 square meters of land in 2019 to maximize the usage of workshops and office spaces at the site. Construction of the new facilities took approximately 12 months.

"Reaching 10 years became even sweeter when we completed our Phase Three construction project simultaneously," said Irene Tan, General Manager of RECARO Aircraft Seating in China. "This gives us the space to further expand and support the future growth prospect of aviation in China, as well as the ramp-ups in the Asia Pacific region. I look forward to this new chapter with my APAC team."

The RECARO Aircraft Seating facility in Qingdao, which first opened its doors in 2013, was the first international aircraft seat manufacturer to establish production facilities in China. Today, the facility employs a dedicated workforce of 160. RECARO Aircraft Seating continues to maintain its global presence with facilities in Germany, China, the United States, and Poland.

About RECARO Aircraft Seating

RECARO Aircraft Seating is a global supplier of premium aircraft seats for airlines and OEMs. The market leader in economy class seating is known for product innovation, award-winning customer service and "driving comfort in the sky." As RECARO expands its global footprint and invests double digit in R&D, the family-owned company remains committed to reliability, efficiency, sustainable practices and supporting employee growth. Headquartered in Schwaebisch Hall, Germany, RECARO employs 2,300 people worldwide across its sites in China, Poland, South Africa and the United States, earned 403 million euros in revenue in 2022. For more information, please visit www.recaro-as.com.

About RECARO Group

The RECARO Group comprises the independently operating divisions RECARO Aircraft Seating in Schwaebisch Hall, Germany, RECARO Gaming located in Stuttgart, Germany, and RECARO Rail located in Grodzisk



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Wielkopolski, Poland. The Group's consolidated sales amounted to nearly 425 million euros in 2022. Currently the Group employs more than 2,500 employees worldwide. For more information, please visit www.recaro.com.

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