

Occupational Health and Safety Policy

1. Preamble

1.1. Aim and purpose of the Policy

For the PIERER Mobility Group, the safety and health of all employees are of the highest priority. Product quality and economic success are also key corporate objectives and are pursued in alignment with the protection and promotion of our employees' health.

The avoidance of occupational accidents and the protection and strengthening of health are an integral part of the company and are always incorporated into social and ecological considerations.

We understand occupational health and safety to cover measures and methods to protect our employees from work-related safety and health hazards. For this reason, we ensure that all legally required occupational health and safety measures and regulations are implemented.

Every manager is aware of these safety regulations and is responsible for instructing and supporting his or her employees in the fulfilment of this responsibility. This can also be done by engaging third parties. All managers and employees are equally responsible for compliance with the applicable legal provisions as minimum standards, measures, and methods. The implementation in the daily work routine is carried out through mandatory safety training.

The Health & Safety Team is responsible for the targeted further development of occupational safety and employee health standards. Under the team's leadership, the safety specialists continue to be responsible for occupational safety and health protection. They are supported by occupational health and occupational psychology specialists. The continuous improvement process is divided into the following four areas: safety culture, management commitment, communication & reporting, and proactivity & analysis.

This policy provides a detailed overview of the principles most important to us for protecting the health of our employees as well as the necessary measures. If more specific or stricter rules apply in individual subsidiaries of the PIERER Mobility Group, these take precedence over this policy or complement it, respectively.

2. Policy

2.1. Prevention of occupational accidents and hazard minimization

We pursue a strategic approach to hazard minimization according to the "**STOP principle**".

- **Substitution:** Hazardous working materials are replaced by less hazardous ones. Vehicle tests on chassis dynamometers and most welding processes take place using robot handling.
- **Technical protective measures:** Equipment is protected by protective grids, protective housings, and light curtains. Extraction systems are installed at grinding and welding stations as well as at facilities with hazardous working materials. Ergonomic auxiliary devices support the lifting and holding of tools and workpieces.

- **Organizational measures:** The footpaths and traffic routes as well as danger zones on the entire company premises and in the buildings of the company are carefully designed and visibly marked. Access restrictions are assigned according to uniform standards in line with requirements.
- **Personal protective equipment for accident-critical workplaces:** Safety equipment is continuously improved and adapted, such as cut-resistant gloves to prevent cuts and safety shoes to prevent foot injuries, wrist bandages, safety glasses, monitor glasses. Hearing protection is adapted in noise areas such as test benches, processing machines and welding areas. Operating instructions and briefings are expanded as necessary.

In accordance with the Employee Protection Act (ASchG), every employee receives a general safety briefing, a fire safety briefing, and a workplace-specific safety instruction tailored to their position. To prevent accidents and injuries caused by tools and materials, material improvement specifications are continuously passed on to suppliers and implemented (e.g. avoidance of sharp burrs on components to prevent cuts).

Great attention is paid to compliance with the required and provided safety measures and that each employee follows the instructions given. In particular, everyone is obliged to wear the specified personal protective equipment provided free of charge.

2.2. Hazardous substance and chemical management

Any new substance must undergo an approval process prior to procurement. The required material can only be ordered after it has been checked and approved by the responsible persons from the areas of occupational safety, waste management, fire protection and occupational medicine. In general, we try to minimize or even completely avoid the use of hazardous working and auxiliary materials in our production processes as far as possible. For this reason, materials that pose no or only minimal hazards are already tested and used in the development process. Continuous process optimization is essential for further professionalization. In addition, as an OEM, we support the objectives of the REACH regulation to improve the protection of human health, among other things. The IMDS database (International Material Data System) serves as a central tool for fulfilling our obligations according to the REACH regulation and for complying with restrictions on the use of chemicals in the global environment. Therefore, we require our suppliers to register as well as record the chemical composition of purchased parts purchased by KTM in this central database.

2.3. Due diligence process

We take preventive measures to promote workplace safety and employee health. These include: Training on occupational safety and health, fire safety instruction, machine safety, hazardous materials training, general occupational health services (acute first aid, vaccination counselling and vaccinations, maternity protection, vision tests as well as audiometry and welding fume examinations). In addition, our internal safety specialists, in collaboration with external experts, conduct regular evaluations of work areas to identify hazards in the workplace, assess the risks and draw up plans for action. Moreover, safety specialists regularly conduct "Safety Walks" together with departmental representatives to enable prompt responses to hazards and risks in the working environment.

Workplace accidents are reported and analysed without delay. For implementing improvement measures, accidents are recorded statistically as part of the internal incident management process and categorized according to relevant criteria (type, cause, number, location/area, and severity or number of lost workdays).

The integration of impaired employees, as well as measures to ensure suitable workplaces, conflict management in the work environment and resolution of psychological stress by an occupational psychologist are an essential part of the everyday working life in the PIERER Mobility Group.

In order to achieve continuous improvement in the area of health and safety, an ongoing evaluation of measures and methods takes place.

By using a company-wide HSE software solution, a centralized database is established to support the management and standardization of occupational safety across the organization and to ensure compliance with legal requirements.

2.4. Workplace conditions and environment

In addition to direct protective measures to avoid safety and health hazards, we also ensure a safe and health-preserving working environment. This includes the following areas of action in particular:

Use of operating resources

To prevent occupational accidents, all company facilities and equipment may only be used for official business and for the appropriate purposes, unless private use is expressly permitted.

The operating equipment used at the workplace complies with the relevant regulations. To ensure this, we keep all necessary permits and licenses up to date at all times and carry out regular inspections and tests by internal and external safety experts.

Workplace ergonomics

As a further measure to prevent accidents at work and, in particular, illnesses such as musculoskeletal disorders, we work with ergonomists to set up all workplaces in accordance with statutory and generally recognized safety and occupational health medicine regulations so that work can be carried out without accidents and with little strain. To ensure ergonomic working conditions, height-adjustable desks are made available to employees. This measure supports the individual adaptation of the workplace and contributes to the prevention of work-related health risks.

Health Promotion

The PIERER Mobility Group attaches great importance to health promotion. Especially in the area of mental health there is close cooperation between employees, occupational psychologists and the HR department. For example, trainings in the field of Mental Health Awareness are held and employees also have the opportunity for individual and anonymous counselling with an occupational psychologist.

Medical personnel are regularly present on site to treat acute injuries and to advise employees. Free vaccinations against influenza, ticks and travel sickness are also offered at the company during working hours to further prevent and protect against illness.

Employees have the opportunity to receive hearing and vision tests, as well as the offer of part-time reintegration after long periods of sick leave. VDU glasses, specially made safety shoes and custom-made insoles, as well as ergonomically shaped work equipment are provided as needed to further promote health. Additional programs for preventive health promotion, such as skin cancer screenings, are continuously being developed and expanded.

For new apprentices, a health check and an ergonomics workshop are carried out before they start in order to ensure a vital start to their working life.

To promote sporting activities among employees, participation in sporting events such as the business run or the KTM Global Run is made possible and encouraged. Employees can network in various sports communities via an internal company platform so that they can also be active together during breaks or after work.

Working environment and case management during pandemics

In the area of workplace conditions and the working environment, measures are implemented as needed to protect employees from potential hazards, such as during a pandemic or influenza wave. Among other things, these measures may include the large-scale installation of disinfectant dispensers, distribution of personal protective equipment such as FFP2 masks, installation of protective walls, implementation of mask obligations or ensuring safety distances. The preventive measures are carefully selected and regularly adapted to the respective situation and infection situation to offer the greatest possible protection and the greatest possible freedom for employees.

To prevent the spread of any pandemics, to provide the best possible protection to employees and to maintain undisturbed company operations despite the changed pandemic conditions, in addition to the measures in the direct working environment of the employees ongoing measures regarding the case management are taken. These can include internal company contact tracing, a dedicated test station and/or hotline operation via e-mail and telephone with individual advice and assistance.

Rider training for test riders

A special focus of our efforts is also on the best possible avoidance of accidents in the course of operationally necessary test rides with prototype and production motorbikes. For employees who are responsible for function testing and test rides, we offer specially developed riding training at **the KTM Riders Academy**. This ensures that our employees regularly complete riding training appropriate to their job description.

The trainers are provided by the KTM Riders Academy. The trainings developed with R&D are structured in three qualification levels, which are geared towards professional requirements:

- Qualification level 1 is aimed at employees who have to carry out motorcycle rides for work purposes. The core content of this training includes, for example, the controlled response to everyday situations and the improvement of individual riding skills.
- Qualification level 2 is aimed at employees who have to ride motorcycles in a dynamic way as part of their job – this involves acquiring specific skills such as confidence in the rider assistance systems and a better understanding of systems and vehicle design. This qualification level focuses, for example, on developers of electronic control systems (ABS, EMS, ERS).

- Qualification level 3 is aimed at employees who have to ride motorcycles in the highly dynamic range as part of their job. This primarily involves full-time test riders from the Test Street division. The aim of this qualification level is to provide the test riders with more confidence in demanding riding manoeuvres, also enabling them to give better test feedback.

Employees are required to attend refresher courses on a regular basis to maintain the particular qualification levels. The interval between refresher courses is currently two years, with the level automatically becoming invalid after a maximum of three years without any refresher.

3. Accident and incident management

If, despite all measures, occupational accidents or other incidents occur, names and telephone numbers of employees who are active in the voluntary rescue service and first aiders are posted at the first aid stations. These are regularly trained in refresher courses.

Accidents and incidents are to be reported immediately, but no later than the following working day, to the direct superior and are to be documented as internal accident and incident. This applies in particular to accidents at work that result in an employee or third party being unable to work. The accident report must include the sequence of events, the consequences, the cause of the accident, as well as the measures intended to prevent similar accidents in the future. Every reported accident and every incident shall be evaluated and investigated by the safety specialist in cooperation with the occupational health service and the persons responsible for the workplace. Any measures for accident prevention should be designed and implemented as quickly as possible.

4. Consultation and communication

The primary points of contact for employees are the safety representatives, occupational physicians, and the occupational psychologist. After completing their basic training, safety representatives are offered refresher courses within the company. These courses are designed to keep existing safety representatives informed about current laws and regulations concerning employee protection. They also serve to strengthen their role as safety representatives, enabling them to act as an important link between the workforce and management. In addition, employees may consult the safety specialist or the works council to obtain information for example, regarding the consultation hours of the company physician, the procedure for reporting a workplace accident, ergonomic measures at the workplace, or other health and safety-related topics. Important announcements are regularly communicated via the intranet, through managers, and on information boards located in the respective areas. Managers receive targeted training on fundamental aspects of occupational safety as well as on their legal rights and responsibilities as supervisors. Furthermore, screens located directly at the entrances are used to promptly share health or safety-related topics with employees in production areas. Relevant updates are also delivered in real time via the employee app. Another key instrument for disseminating information is the Occupational Safety Committee¹, which meets annually to update safety representatives and other works council members. The committee also provides a platform for discussions on occupational safety and health protection.

¹ Healthy Work – Occupational Safety Committee (OSC): <https://www.gesundearbeit.at/arbeitnehmer-innenschutz/zustaendigkeiten/arbeitsschutzsausschuss-asa>