

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 is a corporate objective of equal importance to the quality of our products and economic success.

The avoidance of occupational accidents and the protection and strengthening of health are an integral part of operations 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, taking into account the given circumstances.

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 ensuring instructions are given by third parties. All managers and employees are equally responsible for consistent compliance with the applicable legal provisions as minimum standards, measures and methods. The implementation in the daily work routine is taught in safety trainings which are mandatory for all employees.

The Health & Safety Team is responsible for the targeted further development of occupational safety and employee health. 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 process for continuous improvement measures is divided into the following four areas: safety culture, management commitment, communication & reporting, and proactivity & analysis.

The following occupational health and safety 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 rules apply in individual subsidiaries of the PIERER Mobility Group, these take precedence over this policy.

2. Policy

2.1. Prevention of occupational accidents and hazard minimisation

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 consistently designed and marked. Access restrictions are assigned according to uniform standards and criteria based on necessity. Working hours are restricted in the event of increased exposure to force, noise or hazardous substances.
- **Personal protective equipment for accident-critical workplaces:** Safety equipment is continuously improved and adapted, such as cut-resistant gloves to prevent cuts or 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 constantly being expanded.

Every employee receives fire protection and general safety training, which is specified for the respective workplace (e.g. training for forklifts and pallet trucks, robot systems, test bench systems, machining centres, hand tools, computer workstations, etc.). 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

Before a new material can be procured, it must undergo an approval process. 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 wherever possible to minimize or even completely avoid hazardous working and auxiliary materials in our production processes. For this reason, materials that pose no or only minimal hazards are already tested and used in the development process. Ongoing 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 International Material Data System (IMDS) database serves as a central tool for fulfilling our obligations about 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: Employee training on occupational safety and health, fire safety instruction, machine safety, hazardous materials training, general occupational health services (acute first aid, vaccination counseling and vaccination, maternity protection, vision tests, noise examinations as well as audiometries, welding fume examination). 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.

In addition, the company also responds directly to occupational accidents. For the purpose of implementing improvement measures, accidents are statistically recorded in the course of internal accident management and categorized and analyzed in detail in terms of cause, type, number, location/area and days lost.

The integration of impaired employees, as well as precautions 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.

With the implementation of a cross-company HSE software, a further step towards systematic improvement and central control is created to digitally manage occupational health and safety in the future and ensure legal compliance.

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

As a precautionary measure against 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 precautionary measure against accidents at work and, in particular, against occupational illnesses, we – in collaboration with ergonomists – set up all workplaces in accordance with statutory and generally recognised safety and occupational medicine regulations so that work can be carried out without accidents and with little strain.

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 available on site almost every day to treat acute injuries and to advise employees. For further prevention and protection against illness, free vaccinations during working hours against flu, ticks or travel sickness are also offered at the company.

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 health promotion programs, such as smoking cessation or physical training, are constantly being developed and expanded.

For new apprentices, a health check is carried out before they start in order to ensure a vital start to their working life.

In order to promote sporting activities among employees, participation in sporting events such as the business run or the Wings for Life Run is made possible and encouraged. In addition, discounted gym subscriptions are offered and fresh fruit is available for free consumption.

Working environment and case management during pandemics

Regarding workplace conditions and the working environment, situational measures are taken to protect employees from potential hazards such as the COVID-19 virus. 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 measures for the protection of employees are carefully selected and adapted regularly, depending on the current infection situation, to be able to offer the greatest possible protection and the greatest possible freedom for employees.

To prevent the spread of, for example, the COVID-19 virus, 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. The measures, adapted to the specific situation, may include internal contact tracing, a test station and/or the operation of a hotline via e-mail and telephone for individual advice and assistance on questions relating to employee protection against pandemics.

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 stages in three qualification levels, depending on the professional need

- 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 gaining 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 contain the circumstances of the accident, the consequences of the accident, the cause of the accident and the measures planned 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. The measures are to be designed or implemented as soon as possible.

4. Consultation and communication

The safety officers and occupational physicians are the primary employee representatives. In addition, employees can also consult the safety expert or the Works Council to obtain information.

Important information is regularly communicated on the intranet, via managers and via the information boards in the respective areas.

In order to ensure, for example, that safety-related topics can be communicated quickly to the workforce in the production areas, digital screens were installed right by the entrances and an employee app was launched to deliver information in real time. Another important tool for passing on information is the health and safety committee¹, in which the safety officers and Works Council representatives receive an update every year. The committee also provides a forum for discussion on occupational safety and health protection.

¹ Healthy Work - Occupational Health and Safety Committee (ASA): https://www.gesundearbeit.at/cms/V02/V02_1.8.a/1342537038055/arbeitsnehmerinnenschutz/zustaendige-personen/arbeitsschutzausschuss-asa