

OHS policy

Occupational health and safety (OHS policy) is not only a general orientation for MHT, but an **important part of the company's policy** to strengthen the culture of occupational health and safety. MHT is committed to corporate development based on safe and healthy working conditions in accordance with DIN ISO 45001.

As a company, we want to create safe and healthy working conditions and **prevent accidents and injuries** for our customers, our employees and any sub-organizations as well as other companies that work with MHT as part of a project. Occupational health and safety is an **integral part of all operational procedures and processes** and is included in the technical, economic and social considerations from the very beginning - right from the planning phase.

MHT strives to improve and ensure the safety, health and satisfaction of employees and persons who are present in the company. The appropriate and necessary means are made available to **prevent** accidents, occupational illnesses, work-related health hazards, to **avoid and minimize OHS risks and hazards**, as well as for the safe and healthy design of work and to increase health resources.

MHT undertakes to comply with the **relevant occupational health and safety regulations** (laws, ordinances, regulations), is guided by the guidelines and rules and complies with the state of the art in **occupational medicine** and **occupational safety**.

Health and safety in the workplace is an integral part of the management level at MHT. **Managers** at our company act as role models and fulfill their assigned duties responsibly.

The current version of the OHS policy is documented, regularly reviewed and forms the framework for setting and evaluating **OHS objectives** and for further company development. In addition, the effectiveness of the OHS management system and the achievement of occupational health and safety objectives **are regularly evaluated by the management**.

MHT supports appropriate internal and external communication to ensure that all persons working within our sphere of influence are aware of their respective OHS obligations and beyond. Great emphasis is placed on the immediate reporting of incidents, hazards, risks and opportunities to the respective supervisor or Human Resources, allowing corrective and/or preventive actions to be defined.

The document containing the OHS policy was sent out electronically, integrated into meetings, posted and is therefore accessible to every employee. In the event of changes or adjustments, the current version is passed on to all employees.

The **OHS principles** of MHT are as follows:

1. Occupational health and safety is the responsibility of everyone - management, supervisors and employees.
2. Top management, supervisors and employees know, accept and support the OHS policy and the OHS objectives.
3. Compliance with labor law and other requirements is a matter of course for us.
4. Our employees are regularly sensitized to the topic of occupational health and safety and receive further training through instructions, training courses and notices.
5. We systematically identify existing hazards and risks, but also opportunities, and on this basis derive occupational health and safety targets and define protective measures. This enables us to continuously improve our occupational health and safety performance.
6. When implementing occupational health and safety measures, we are guided by the state of the art in designing working conditions that are as safe, health-promoting and low-risk as possible. The focus of our commitment is on the prevention of work-related injuries and illnesses.
7. We communicate our occupational health and safety activities openly to our employees and other interested parties.
8. We maintain a regular dialog with authorities, the statutory accident insurance, occupational physicians, our customers and our partners to ensure the responsible implementation of occupational health and safety.

Hochheim, February 27, 2026

A handwritten signature in blue ink, appearing to read 'C. Wagner'.

Christian Wagner, CEO