

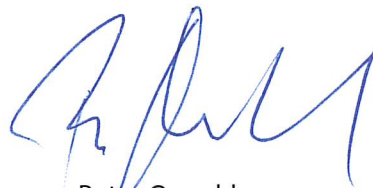
Safety Policy Statement

MM Group promotes safety and health at work in order to protect all of its employees, temporary workers and visitors to the MM Group.

This policy commits to safety and health legislation and standards that are applicable to MM Group and all its subsidiaries around the world. The vision of the MM Group is "creating a safe workplace by applying a prevention approach." In order to accomplish this vision, the MM Group commits to:

- Meet or exceed all safety and health legislation,
- Implement behaviors and targets to deliver industry leading performance relating to safety and health,
- Maintain persistent focus on areas of higher risks,
- Review safety policy annually and safety performance monthly to meet the safety vision,
- Encourage and acknowledge involvement in reporting near misses and work openly and collaboratively to find smart preventive measures and solutions,
- Establish a safety climate through a shared perception where "all should return home safe every day"
- Ensure that safety resources are made available to all visitors, employees and temporary workers,
- Maintain a continuous information exchange, drawing lessons learned from all plants and sharing best practice,
- Assess all relevant risks for each workplace and improve safety performance based on business consideration,
- Accountability at all levels of management for establishing a positive safety culture through leadership actions and communication, serving as role models for safe behavior.

Date: 1.9.2023



Peter Oswald
CEO MM Group