



MONTANA AEROSPACE AG
HEALTH, SAFETY AND ENVIRONMENT (HSE) POLICY
OCTOBER 2023

Fully in line with the Code of Conduct, Montana Aerospace AG (“*Montana Aerospace*” or “*We*”) promotes and prioritizes the health and safety of all its employees, contractors, partners, and the communities in which it operates. We are committed to continuously improving our environmental performance, minimizing our footprint, striving for reduction of energy consumption, and ensuring sustainable development.

We intend to continually improve our HSE results by firm commitment to the following:

- Montana Aerospace commits to complying with applicable standards, laws, and regulations, as well as requirements of interested parties, and additionally to make a voluntary contribution to environmental protection and occupational safety. HSE objectives are being defined and regularly reviewed.
- Montana Aerospace provides the human and financial resources required to maintain a safe working environment. Using adequate measures and resources, we strive to minimize the safety risks of our activities and to optimize our environmental impact.
- We take responsibility for occupational health and safety and environmental protection for all our products and services and demand the same from our suppliers and service providers as far as they relate to our business activities.
- Through training, increasing awareness and communication of management policies and objectives, we aim to familiarize our employees with their obligations and thus achieve a higher quality/environmental and safety standard. Dedicated prevention and training programs are executed to promote safety culture, meaning that our employees are encouraged to proactively address risks that can prevent accidents. All employees are required to report safety hazards without fear of retaliation. Our employees and contractors are obliged to stop a job or refuse to perform it if it cannot be performed safely.
- We are attentive to the expectations of internal and external stakeholders, including workers and workers ‘representatives, constantly involving and consulting them.



We take precautions to ensure that the company's contractors who work on our premises apply the same environmental and safety standards as we do.

- Before introducing new technologies, processes, and products, we consider and evaluate the probable environmental impact and potential hazards for employees are considered and evaluated. We continuously optimize our processes and therefore our environmental and health & safety performance.

This policy is implemented by all respective subsidiaries, companies and locations, in line with the local legal provisions. Montana Aerospace subsidiaries shall establish clear responsibilities to achieve health, safety and environmental objectives considering prioritization and action plans. We expect all our employees and contractors to always behave in alignment with the values, commitments, and principles in this policy.

The Management commits itself to align all actions and decisions according to the EHS policy to guarantee the long-term success of the business.

Montana Aerospace Group Management Board

Michael Pistauer

(Co-CEO & CFO)

Kai Arndt

(Co-CEO)

Vicky Welvaert

(Group HRO)