

WORKING REGULATIONS FOR CONTRACTORS

ON THE PREMISES OF FLEXMONT ASSEMBLY TECHNOLOGY AND AUTOMATION LTD.

1. Purpose

The purpose of this regulation is to define the occupational safety, health protection and security requirements for employees of external contractors working on the premises of Flexmont Ltd. (hereinafter referred to as the Company). External contractors must take into account and comply with all applicable environmental protection, occupational safety and fire safety laws, standards and regulations.

Work must be organized in such a way as to avoid endangering life, property, the environment and health, and to reduce any remaining risks to the lowest possible level.

2. General rules

This regulation applies to the Company's operational production area. The Contractor is obliged to familiarize its employees (including subcontractors) with this regulation before commencing work.

The Contractor must provide training to its employees on the contents of these guidelines, document the training, and ensure compliance with the obligations.

The Contractor may only employ persons, machines and equipment suitable for performing the work.

The Contractor must designate a person responsible for directing the work. The Company will appoint a separate contact person. The task of the contact person is to coordinate the work between the two companies and to provide training to the Company's affected employees on the rules to be observed.

Materials and tools required for the work must be placed in such a way that they do not pose a safety, production or logistics risk.

Contractors (and their employees) who have an access card provided by Flexmont Ltd. are

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required to use the access card when starting and finishing work on the premises. The use of the card is mandatory in order to comply with occupational safety and fire safety regulations.

The workplace must be left clean at the end of each working day.

3. Special rules

3.1 Traffic rules

The Hungarian Highway Code (KRESZ) applies on the premises. The maximum speed of vehicles is 15 km/h. General rules apply in the event of traffic accidents.

Parking on the premises is permitted only in designated areas and in the designated manner. Building entrances, escape routes, emergency exits and rescue routes must always be kept clear.

Vehicles entering and leaving the premises are checked by the employee receiving the contractors.

3.2 Working hours

The Contractor is responsible for compliance with labor law and financial agreements.

Work should preferably be carried out during normal operating hours so as to interfere with production as little as possible. For work planned outside operating hours, a designated employee of the Company must be present.

3.3 Image and audio recordings

Photography, filming and audio recording on the Company's premises are permitted only with the approval of the Managing Director. In the event of non-compliance, the Company may demand the surrender of the recorded materials and may destroy them.

3.4 Smoking

Smoking is permitted on the Company's premises only in designated smoking areas.

3.5 Alcohol prohibition

The consumption of alcohol is prohibited throughout the entire premises of the Company. Intoxicated persons are not allowed to remain on the Company's premises.

3.6 Lost property

Items found on the Company's premises must be handed in at the reception,

3.7 Brought-in items

Items, materials and tools brought onto the Company's premises for the performance of the contract, which are in suitable condition for use, must be protected by the Contractor against unauthorized use and theft. The Company assumes no liability for loss of property.

3.8 Use of Flexmont Ltd. equipment

The use or operation of the Company's production equipment is generally prohibited. Exceptions are permitted only with the written authorization of a Company representative.

Electrical power may be used only from approved power sources. When using forklifts, lifting equipment or cranes, the Contractor's employee must possess the appropriate written documentation and must present it at any time upon request during the activity, with the approval of the Company representative. The provisions of the Lifting Equipment Safety Regulations must be observed.

3.9 Authorization of hazardous work

Separate consultation and authorization are required for the following activities:

- Welding, soldering, grinding and demolition work
- Work involving open flames
- Processing of flammable and fire-hazardous materials (fire-hazardous work)
- Work in confined spaces, tanks, trenches and channels

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- Work on fire-fighting, signaling and warning systems
- Use of hazardous substances in accordance with regulations on hazardous materials
- Removal of protective devices
- Work on tanks and pipelines
- Work on electrical equipment and in areas with radiation, fire or explosion hazards
- Earthworks, such as the removal of foreign objects

Fire-hazardous work requires a written authorization procedure.

4. Occupational safety

The Contractor must inform its employees about the location and accessibility of their work area and the escape routes.

For work involving fire hazards, fire safety regulations must be observed in addition to general safety requirements.

Only employees with the required qualifications and permits may perform work requiring certification.

When working with flammable materials or gases, the Contractor must provide a sufficient number of fire extinguishers at the workplace. The Contractor remains responsible for any fire originating in the work area within two hours after completion of the work.

Personal protective equipment appropriate to the nature of the work must be used in accordance with the relevant legislation or the Contractor's PPE regulations. Safety footwear is mandatory throughout the production area. The Company assumes no liability for damages or injuries resulting from failure to use protective equipment; such liability rests with the Contractor.

Work equipment used to perform the task must comply with relevant safety regulations and must be in proper working condition.

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4.1 Escape routes and building evacuation

Persons entering the production area must be informed about the nearest escape and rescue routes, the location of fire extinguishers, fire alarms and emergency signaling devices, and the required conduct in emergency situations.

In an emergency (e.g. fire), evacuation of the building may be ordered. The evacuation order is mandatory for all persons present in the building. Everyone must remain at the assembly point until further instructions are issued by the Company.

The assembly point is located in the parking area next to Building B.

5. Environmental protection

The following rules of conduct form the basis for work in compliance with environmental regulations.

This document contains only general rules; however, the Contractor is also obliged to provide its employees with general and task-specific environmental protection training and instructions and to enforce compliance. Employees must be aware of the environmental impacts of their work.

The Contractor must immediately report any disturbances, accidents and their environmental impacts to the designated contact person, who will ensure that further reporting obligations are fulfilled. If necessary, the competent authority must be notified. During work, applicable noise protection, air protection and other emission limit values must be observed.

5.1 Soil and water protection

The hazardous nature of materials must be determined and they must be stored and used accordingly. In the case of hazardous materials, legal requirements must be followed. Leakage must be avoided; materials that pose a risk to soil and surface water must not be stored outdoors. A sufficient quantity of absorbent material (e.g. sand, zeolite) must be kept at the workplace. In the event of release of hazardous substances into the environment, damage control must begin immediately. Safety data sheets for hazardous materials must be obtained and used to protect people and the environment.

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5.2 Waste removal

Materials and auxiliary equipment delivered for the execution of the work remain the property of the Contractor until their intended use. Waste generated from delivered materials during the execution of the work remains the property of the Contractor and must be removed at its own expense in accordance with legal requirements.

The handling of waste generated from demolition or construction activities must be specified in the contractor agreement.

6. Conduct in case of fire or emergency

If a fire occurs despite compliance with preventive regulations, the fire alarm must be activated or, if not available, the fire brigade must be notified by telephone (emergency number: 112). In all cases, the Managing Director, Technical Director, Fire Protection Officer and Environmental Protection Officer must be informed. In emergencies, the provisions of the "Fire Safety Regulations" must be followed. Occupational accidents must be reported immediately to the Company's Managing Director and Occupational Safety Officer.

7. Contacts

During work, the Contractor may need to contact Company employees or call for assistance in the event of an accident or disaster. Contact details are provided in Annex No. 1.

Veszprém, 10.02.2026.



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Managing Director