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OHS Policy

(Occupational Health & Safety)

Scope of this document: ASC Technologies AG, Seibelstrasse 2-4, 63768 Hoesbach, Germany,
as well as such affiliated companies pursuant to § 15 of the German Companies Act (AktG)
that are covered by the current scope of the relating ISO certification.

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	Responsibility: M. Müller (COO)	Release date:	18.12.2025
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Vision

Our vision at ASC Technologies AG ("ASC") is a safe, healthy and supportive working environment for all employees worldwide. We want to foster a corporate culture in which safety, health and well-being are an integral part of our daily actions. This Occupational Health and Safety Policy ("OHS Policy") and the associated OHS management system ("OHS") apply to all Subsidiaries and employees worldwide, including external contractors and temporary workers to the extent that they work on behalf of ASC. The OHS is controlled centrally in its strategic aspects by ASC Technologies AG, Hösbach, while local implementation lies within the responsibility of the Subsidiaries in the respective countries.

Mission

Our mission is to minimize risks, prevent accidents and sustainably protect the physical and mental health of all employees through effective occupational health and safety measures. In doing so, we integrate occupational health and safety into all business process planning and decision-making structures:

**Every employee, whether our own or external, and every visitor
should be able to return home safely every day.**

Principles

ASC Top Management is committed to the following principles:

Legal Compliance: All relevant occupational health and safety laws, regulations and standards are complied with in every country in which we operate.

Prevention before reaction: We act with foresight in order to identify, assess and avoid risks at an early stage.

Safe work as everyone's responsibility: Occupational health and safety is the task and responsibility of every employee – from management to individual team members.

Health and well-being: In addition to physical protection, our focus is also on mental health, ergonomics and work-life balance.

Integration into everyday work: Security aspects are integrated into all processes, projects and decisions – from office design, production work benches to software development.

Strategic OHS targets:

This Policy provides the organizational framework for defining and reviewing our two strategic occupational health and safety goals

- Protecting the health and safety of all employees, partners and visitors
- Compliance with all relevant legal and regulatory requirements.

Continuous improvement

ASC is committed to continually improving the effectiveness and suitability of its OHS by setting measurable objectives and evaluating its results. We address incidents or audit findings and implement targeted preventive or corrective actions. At ASC, we foster a culture of feedback and participation with all Subsidiaries, employees and partners.

Accountability & regular review

ASC Top Management takes overall accountability for occupational health and safety and ensures that this Policy is communicated, understood and applied throughout the organization. It undertakes to provide sufficient resources and training, and to create the organizational framework to report results of occupational health and safety incidents and measures transparently. Our Top Management acts as a role model in safety-conscious behavior and regularly reviews and updates this Policy to ensure its continued appropriateness and effectiveness.

Communication

This OHS Policy is publicly available to internal and external interested parties ("stakeholders"). Requests may be addressed to: gm@asc.de.