



DUNA-DRÁVA CEMENT LTD.

GENERAL H&S, FIRE, AND ENVIRONMENTAL CONDITIONS FOR TRANSPORTERS

1. Scope and Application of these Conditions

These general H&S, fire, and environmental conditions (hereinafter referred to as the "Conditions") apply to the performance of external undertakings (hereinafter referred to as the "Transporter") carrying out transport or haulage services in the factories, concrete and gravel plants of Duna-Dráva Cement Ltd. In performing the services, the Transporter must comply with the regulations of these Conditions and shall ensure that its transporters and other contractors also comply with them. If the Transporter having a legal relationship with Duna-Dráva Cement Ltd. (hereinafter referred to as the "Principal") uses the assistance of third parties for the performance of its work, Transporter shall be liable for the conduct of such contractor – including compliance with these Conditions – in a way as if Transporter were performing the work itself.

2. General Terms

Transporter shall provide the personal and material conditions necessary for the fulfilment of the tasks to be performed under the Transportation agreement. Transporter shall provide its employees with personal safety equipment (mandatory safety helmets and goggles, high visibility clothing, closed – possibly safety - footwear and, depending on the workflow, other protective equipment, e.g., gloves, dust masks) and with technical protection to reduce or eliminate the risk of falls from a height on its own transport vehicles (e.g., railings). Wearing long sleeved trousers is mandatory.

Before entering the Vác and Beremend plants, Transporter shall receive an occupational safety and health training at the Security at the freight entrance, and in the control containers of concrete and gravel plants. In doing so, Transporter shall read, understand, and comply with the training material made available on site. As proof, Principal's agent (Security, production operator, or the person responsible for the supply of goods) will hand over a "work safety licence" card (containing the name of Transporter's agent – driver –, and of the company, licence plate number of the transport vehicle, and the date of training) which is a condition for entry. This card is valid only for a limited period, and the driver must keep it close and show to Principal's agents.

Due to the high working risk in the Vác and Beremend plants, the concrete plants and gravel mines, Principal operates an electronic surveillance system in order to ensure property, life and health protection, to prevent accidents and to protect its business interests.



To protect life, body and health, and to avoid accidents, the Principal will continuously monitor compliance with the security measures and the use of safety equipment through the electronic surveillance system, so that records shall be made of the Transporter and its employee / agent employed under another employment relationship / subcontractor (hereinafter referred to as "Transporter's agents") before entering the premises, which records can be used as evidence in case of a violation of the working, fire and environmental conditions, and the violation may be sanctioned according to the following procedure:

The columns numbered 1–4 in the table indicate the number of violations
A, B, C, D sanctions: penalties of increasing severity

"A" Sanction

The driver shall receive a verbal warning. It may be applied in case of minor or first-time violations. During the warning, it must be clearly stated that repeat violations may lead to more severe penalties.

"B" Sanction

The incident is recorded in the same way as in case of an "A" sanction, however in the case of a driver, the transporter company is formally notified (warning letter issued).

"C" Sanction

Applied in case of serious violations, or repeated minor violations. In addition, the transporter company is notified, HUF 40,000 is deducted from the next invoice (or an equivalent financial penalty is applied). Additionally, HUF 20,000 must be paid by driver via postal check or bank transfer. The payment may be directed to a foundation designated by DDC. The payment deadline is 1 week and must be documented. Failure to pay or late payment results in the sanction being upgraded by one category.

"D" Sanction

Applied in case of repeated serious violations, or gross negligence or intentional misconduct. Transporter company notified, and HUF 60,000 is deducted from the next invoice. The person involved is banned from the site for 3 months. After 3 months, DDC will reassess the transporter or partner.

General rules for sanctions



For A, B and C sanctions, the DDC representative will inform the offender about the violation and explain possible consequences, clearly communicate the expected correct behavior

In case of a serious violation, the driver may be suspended until the issue is corrected, especially if there is a risk of repetition.

Violations are recorded by Duna-Dráva Cement Ltd.

Health & Safety Violations and Sanctions

If a violation is not listed, the penalty must be determined based on similar cases.

Occupational Safety Violation categories		1.	2.	3.	4.
MINOR VIOLATIONS					
1	Failure to wear prescribed protective clothing or personal protective equipment required for the task	A	B	C	D
2	Intentionally not attending mandatory occupational safety training	A	B	C	D
3	Failure to comply with safety rules included in issued or trained work instructions or regulations	A	B	C	D
4	Unsafe operation of equipment or tools	A	B	C	D
5	Failure to perform shift inspection of vehicles	A	B	C	D
6	Unsafe operation of vehicles, e.g. ignoring acceleration, deceleration, or traffic rules	A	B	C	D
7	Driving a vehicle without a fitted seat belt	A	B	C	D
8	Unauthorized use of equipment without proper qualification or knowledge (except item 23)	A	B	C	D
9	Failure to comply with housekeeping and cleanliness rules; failure to perform assigned cleaning tasks	A	B	C	D
10	Blocking emergency exits, fire brigade access routes, firefighting equipment, utility shut-offs, or electrical switchgear. Safety signs must not be covered.	A	B	C	D
11	Smoking outside designated areas	A	B	C	D



12	Violation of fire or explosion protection rules resulting in fire or explosion	A	B	C	D
SERIOUS VIOLATIONS					
13	A supervisor authorizes a subordinate to operate equipment without proper qualification or expertise	B	C	D	
14	Improper handling of hazardous substances (toxic, carcinogenic, teratogenic, mutagenic, containing RCS)	B	C	D	
15	Use of a handheld mobile phone while driving	B	C	D	
16	Violation of rules related to scaffolding assembly and use	B	C	D	
17	Failure to use proper fall protection or other life-saving PPE when required	C	D		
18	Violation of rules for working at height	C	D		
19	Violation of rules for entry into confined spaces	C	D		
20	Failure to report significant damage or accidents involving company vehicles or equipment	C	D		
21	Unauthorized removal, tampering, temporary or permanent disabling of safety devices. Includes removal of guards while equipment remains in operation or failure to reinstall them after maintenance	C	D		
22	Driving without a license or operating machinery without required qualification	C	D		
23	Performing work without required permit where such permit is mandatory	C	D		
23	False testimony or concealment of information during accident investigation	D			
25	Working under the influence of alcohol or drugs (endangering self or others). Includes confirmed positive alcohol tests (>0.2%) or admission of alcohol consumption	D			
26	Possession, sale, or consumption of alcohol or drugs on company premises	D			



27	Unauthorized possession of explosives, firearms, or other weapons on company premises (including company vehicles)	D			
28	Any form of sabotage: intentional disruption, obstruction of work processes, refusal or deliberate delay of instructions, covert destructive actions	D			

DDC will have a register of the sanctioned drivers.

The webpage www.duna-drava.hu contains Principal's Data Management Policy under the link <https://www.duna-drava.hu/hu/adatkezelesi-tajekoztato>.

The Data Management Policy concerning the operation of the electronic surveillance system at the concrete and gravel plants of Duna-Dráva Cement Ltd. and the relating data processing is available at <https://www.duna-drava.hu/hu/letoltheto-dokumentumok-beton>.

The General traffic rules of Hungary are valid for all the Principal's sites, including plants, quarries. Because of this it is forbidden to enter to the sites under the influence of alcohol neither as a pedestrian nor by driving vehicles.

Considering that a minor violation can cause serious situation, endangering multiple lives, health, valuables and property it is forbidden to work under the influence of alcohol which can influence the decision making capabilities of the drivers at any sites.

Due to the high working risk at the Principal's plants, the Principal may control the agents (drivers) of the Transporter with a certified and regularly calibrated alcohol breathalyser. On the day designated by Principal, every driver performing transportation tasks and entering the site shall be checked at the barrier at the freight gate, and in the concrete and gravel plants, before entering the factory premises. The testing can be conducted by using fixed (automatic) or manual alcohol tester. Principal is entitled to carry out an individual check in the case of reasonable suspicion that the driver is under the influence of alcohol. Pursuant to the zero-tolerance principle, the driver performing transportation tasks shall be allowed to drive the truck into the premises only with a negative alcohol test result.

1. If the probe shows negative result, data saving will not be performed. In this case data-handling is not done at all. The driver may enter to the site.
2. If the driver refuses to blow the analyser, he shall not be allowed to enter the premises either on foot or driving.
3. If the probe shows a positive result, Principal shall notify Transporter immediately and request that, as foreseen in the road traffic regulations, another driver be sent to the site to return the truck to Transporter's premises. No driver under the influence of alcohol may enter the sites!

The driver with a positive test will be banned for 3 months (the first day is the calendar day of the failed test) from the Principal's sites.

If influence of alcohol is detected by a driver than data handling in this regard will be done according to the above listed Data Management Policy



Transporter and its agents must use the means of transport for their intended purpose, in accordance with the relating legal regulations, technical specifications and instructions and obtain all documents and official licences necessary for their operation and ensure that such papers are always valid. The Transporter is obliged to maintain the safe condition of the equipment and vehicles, regarding especially the functionality and use of the railings on cement and mixer trucks. Railings must be raised and used every time when somebody is on top of the vehicle!

Principal is entitled to inspect Transporter's compliance with the working, fire and environmental conditions on site. In this respect, Principal is also entitled to use the professional assistance of third parties for the inspection.

Transporter shall ensure that its agents comply with the regulations below, subject to the following sanctions:

The Principal's employee or a third person (member of the security team) notifies the unsafe working Transporter's driver about the rules needs to be followed. Especially the usage of the necessary work clothing (high visibility clothing, closed – possibly safety – footwear, long sleeved trousers) and PPE. If Transporter's agent shows aggressive or negligent behaviour, the Principal shall notify the agent together with the Transporter (after the driver has been identified on the basis of the licence plate of the vehicle) that the agent may not will be allowed to enter the area of DDC in future for a period of time.

3. H&S, Fire and Environmental Conditions

Transporter must comply with the general and specific local working, fire and environmental conditions applicable at the registered seat and the premises of the Principal.

Without separate agreement, the Principal shall provide:

- 3.1. telephone lines in order to ensure a quick transport of the injured to a doctor or hospital in the event of accidents, and
 - 3.2. in the event of fire or damage, cooperation in the fire-fighting operation and notification of the respective **fire department**.
4. Principal is entitled to prohibit further work when it finds that Transporter's employees/agents repeatedly violate Principal's working, fire and environmental conditions, or employees/subcontractors of Transporter who are unfit to work are detected in the premises. This includes the use of appropriate work clothing and personal protection equipment (helmet, visibility clothing, goggles, safety boots).



In the event of any action or omission directly endangering the security of life or property, the Principal is entitled to immediately prohibit Transporter from working. In such cases, the transportation agreement also can be terminated with immediate effect.

5. Principal must perform the periodic safety review of the equipment pursuant to Annexes 1/a and 1/b of MüM decree 5/1993. (XII.26.) (= *Decree of the Ministry of Labour on the Implementation of Certain Provisions of Act XCIII of 1993 on Occupational Safety and Health*) at the frequency and with the manner specified therein and present the record of such review to Transporter's agent upon request. The Transporter have to take care about the good and safe condition of the vehicles continuously. The driver of the vehicle obliged to check the condition of the truck and fill out for this purpose the annexed checklist.
6. In the event that employees of both Transporter and Principal may be involved in the occurrence of an accident at work of each other's employees, or any of the employees is suspected of being liable for such accidents, the Parties shall act pursuant to the relating laws after the accident, i.e.:
 - 6.1. the Parties shall take the protocol about the accident and inspect it jointly,
 - 6.2. in case of differences of opinion, the occupational safety and health experts of the Parties shall attempt to reach conciliation or, if there are further differences of opinion, request the opinion of the regionally competent Chief Labour Inspectorate and decide accordingly. The Parties also may involve a judicial expert when needed.
7. In case if Transporter's agent suffers an accident which must be reported, the Transporter shall properly deliver such report to the occupational safety and health authority. In this case, the inspection of the accident must be carried out on the basis of the criteria laid down by the authority.

In addition to the obligations stipulated in the Act on Occupational Safety and Health, the Transporter shall inform Principal's Security organisation or the health and safety officer about accidents happened in connection with works performed at the premises, verbally immediately after the accident has occurred, or in writing as soon as possible.
8. Transporter shall immediately report any fire occurred during its work on the premises to Principal's representative and participate in the fire investigations. Furthermore, in justified cases Transporter can use the fire extinguisher kept on standby at the premises of Principal, but must replace them, or pay the invoice of Principal for such equipment.



9. Transporter is liable to pay compensation for damages suffered by Principal due to Transporter's failure or delay making the notification.
10. In occupational safety and health issues not dealt with in the transportation agreement of the Parties, the Act XCIII of 1993, the decrees on its implementation, the safety regulations, the effective laws, norms, and regulations shall prevail.
11. The Transporter shall organise and perform its work in a way as to keep the adverse effects on work and the natural environment to a minimum, and comply with the environmental laws, regulations and requirements relating to Principal's premises.
12. Transporter shall immediately report to Principal any environmental pollution caused by Transporter's own fault during work and eliminate the pollution and its causes. Transporter shall bear the costs for the elimination of the environmental pollution (e.g., remediation, soil replacement, etc.) if it is not able to do so on its own.
13. Transporter shall store and use hazardous substances (e.g., chemicals) used during its work in a way that prevents them from dispersing into the environment and from damaging environmental elements. Furthermore, Transporter shall ensure that hazardous and non-hazardous waste generated during the work and belonging to Transporter be removed and disposed of in accordance with the applicable legal regulations in force.
14. Transporter is not allowed to carry out maintenance, repairs, and external washing on its transport vehicles in the concrete and gravel plants. In the case of a defect, battery problem, etc., which is essential for the performance of the service, Transporter may carry out such work with the specific permission of the site manager, i.e., documented allocation of the working area, after having fully understood and complied with the specific local regulations and conditions.

Signed in Vác, on 01.08.2026.