# REICHHART Corporate Policy

As a progressive logistics service provider, REICHHART stands for transparent, individual and integrated logistics solutions along the entire value chain. The focus on individual customer requirements, together with consistentlylived management structures characterized by respect, responsibility and quality awareness, forms the basis for this.
The aim is to unite all areas of the company in a strategic and quality-oriented system in order to increase the productivity and satisfaction of our clients with efficient, cost-effective services.

In strategic, ecological and social corporate decisions, we are guided by the fundamental values of a modern society. For us, "sustainable development" means satisfying the needs of the present without neglecting the safeguarding of the livelihoods of future generations.
Responsible action is made up of motivated, qualified employees and a future-oriented corporate philosophy.
In this context, our Employee Code of Conduct serves as a guideline for action in everyday business life.
To ensure that sustainable development can take place throughout the entire value chain, REICHHART has created a Code of Conduct that is mandatory for all direct suppliers.

Legal bases and official regulations frame a management approach that is effective across the company, linked by the sub-components of environmental, occupational health and safety and quality management.

**Environment**

The orientation towards ecological aspects in corporate decisions is a matter of course for the REICHHART Logistics Group and is reflected in the operational business. The logistics concepts are not only geared to business standards, but also to the protection of the environment. Appropriate controlling of key environmental aspects provides reliable values. Resources are thus conserved and waste is minimized.

Ecological goals also bring economic advantages to the REICHHART Logistics Group. Last but not least, the significant use of the latest technologies contributes to more efficient processes and monetary advantages. The consideration of key interested parties, above all employees and clients, forms the basis of sustainable action and strengthens a trusting and cooperative partnership in the long term.

**Occupational health and safety**

For us, occupational safety and health protection mean taking responsibility towards our employees and fellow human beings. Our goal is to create the best possible conditions at all individual REICHHART workplaces in order to ensure high-quality services while en-

suring occupational safety and health protection. For this reason, we set measurable occupational health and safety goals at all relevant levels and functions and act according to the following principles:

» Prevention of accidents by ensuring knowledge of and compliance with occupational health and safety regulations
» Implementation of regular training and further education to promote awareness of safe working
» Design of safe and ergonomic workplaces taking into account the state of the art
» Combating hazards with the help of risk and hazard potential analyses
» Minimization of risks through the implementation of extensive preventive measures
» Consideration of special hazards for particularly vulnerable groups of people
» Ongoing optimisation in cooperation with our clients
» Involvement and motivation of our employees in the field of occupational health and safety

**Quality**

REICHHART understands quality as an ongoing and thus living process characterized by individual customer requirements and innovative ideas from within the company. This continuous process optimization serves in the interests of a learning organization to preventively identify and exploit optimization potential. Our aim is to avoid mistakes, not to correct them.

An integrated, company-wide quality management is therefore a common claim. It creates transparent process structures internally and externally by making every step of the service traceable. Based on the basic pillars of profitability, process capability, employee and customer orientation, REICHHART builds measurable quality goals at all levels and areas. This makes quality a reality and reflects our commitment to continuous, measurable improvement. REICHHART sees this as an essential basis for success and joint responsibility of every employee. Their expertise and passion drive the company's success. Therefore, we promote and demand their development and development, because employee satisfaction is the basis of long-term customer satisfaction for us. This is fed by long-term customer relationships, characterized by mutual trust and employees who feel responsible for the logistics of our customers.
Quality agreements that we conclude with our customers and suppliers are also binding in our dealings with each other. A constant flow of information characterized by open and honest communication with reliable and binding statements create transparency and unity.

**Information Security**

For REICHHART Logistik, the protection of information is of essential importance and the basic prerequisite for a trusting cooperation with our business partners. The protection requirements of our customers have the highest priority. For this reason, we as a company are constantly striving to ensure process-oriented and transparent information security management. Our goal is to identify risks in good time and to prevent them through appropriate measures or to limit them to an acceptable level.

In addition, we see it as our elementary task to ensure the necessary confidentiality, integrity and availability of information worthy of protection at all times. On the one hand, extensive IT security

measures serve as the basis for this, which are constantly being further developed according to the state of the art. On the other hand, extensive internal information security policies also contribute to the protection of information. The implementation and maintenance of these guidelines are the joint responsibility of each individual employee. REICHHART Logistik also attaches great importance to responsibility and mutual trust as well as to continuous sensitization to the topic of information security in order to be able to adequately counteract weaknesses in the organization.

The management undertakes to comply with the corporate policy in corporate management.

Signed Alexander Reichhart Gilching, February 2026

Gender note: For reasons of easier readability, the masculine form has been used in this document and applies to all genders in the spirit of equal treatment.