

## Corporate policy of Condor Speditions-Transport GmbH & Co

*This is a translation of the original German document. In case of discrepancies, the German version shall prevail.*

Corporate management principles: Condor Speditions-Transport GmbH & Co is committed to responsible and sustainable business practices. Our corporate policy is based on the internationally recognised standards ISO 9001 (quality management), ISO 14001 (environmental management) and ISO 45001 (health and safety management). We promote a culture of transparency, ethical responsibility and continuous improvement. Targets are set and their achievement monitored as part of the management system. (Ga, Qb, Ub). We are committed to protecting the environment and preventing pollution within the organisation (Uc).

The company policy is binding and valid for the entire legal entity of Condor Speditions-Transport GmbH & Co.

**Employees:** Employees are the company's most important resource. The corporate policy in this respect includes

- A respectful and appreciative approach
- The promotion of individual potential
- Encouraging and supporting the assumption of personal responsibility
- The promotion of an internal learning culture

**Quality, environment, health protection and occupational safety:** Our corporate strategy includes the systematic further development of processes in the areas of quality, environment and occupational safety. These include:

- An integrated management system defined by standards with clearly documented processes
- Continuous improvement through audits, feedback systems and targeted training (Ge, Qd)
- Efficient use of resources to reduce emissions and environmental pollution
- Promoting safe and healthy working conditions for all employees and business partners
- Strict compliance with all relevant environmental and occupational health and safety legislation and fulfilment of all applicable quality requirements (Qc) as well as continuous optimisation (Uc)
- Achieving corporate goals through the sensible use of new technologies
- The integration of business partners into the management system, as the quality of our performance is also largely dependent on the quality of their performance.

**Social responsibility & social protection:** The social responsibility of Condor Speditions-Transport GmbH & Co includes (CSR 4.2):

- Respect for human rights and fair and non-discriminatory working conditions
- Compliance with national and international labour standards
- The provision of appropriate social benefits and support for employees
- Promoting health and creating safe workplaces
- The elimination of hazards and the reduction of risks for employees and stakeholders (Gd)

- Promoting equality and equal opportunities regardless of gender, origin or religion
- Consultation and involvement of employees (Gf)

**Fair competition & legally compliant behaviour:** Condor undertakes to comply with all legal regulations, in particular:

- Zero-tolerance policy towards corruption, bribery and favouritism
- Fair competition in accordance with applicable antitrust laws
- Respect for property rights and data protection
- Strict compliance with export control regulations to prevent illegal trade activities

**Data protection & information security:** Condor is committed to maintaining the confidentiality of personal and business data:

- Compliance with all data protection laws and regulations
- Ensuring the integrity of sensitive information
- Protection of customer data and internal company know-how from unauthorised access

**Responsibility towards stakeholders:** Our corporate strategy is based on a balanced reconciliation of interests between:

- Customers: Provision of high-quality and reliable services
- employees: Promoting professional development and social responsibility
- Suppliers: Cooperation according to clearly defined quality standards
- Owners: Sustainable economic stability and strategic investments
- Environment: Reducing environmental pollution and promoting the sustainable use of resources
- Climate change: fulfilment of stakeholder expectations with regard to responsible environmental action to mitigate negative impacts on climate change

Our corporate policy is regularly reviewed, improved and adapted in order to fulfil the requirements of the ISO 9001, ISO 14001 and ISO 45001 standards and to ensure a sustainable future for our company, our employees and the environment. (Ue)

### **Managers as role models for quality-conscious behaviour**

The decisive factor in the implementation of the corporate policy is the example set by management. The management commits itself and every manager in the company to align their daily actions with the corporate policy set out above.

Andreas Gfrerer, 21 February 2025