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| Page 1 of 3   | <b>CORPORATE POLICY</b> |  |
| Revision:2.00 | SD-00007                | SD - Strategische Dokumente                                                         |

Our corporate policy is based on our Code of Ethics, the principles of the UN Declaration on Human Rights, the declarations and recommendations of the ILO, and the principles of the UN Global Compact. As an international service provider, we view compliance with high standards of quality, environmental protection, energy efficiency, occupational safety, and health protection as a social responsibility and a fundamental component of ensuring both the long-term viability of our company and sustainable growth. In the interest of legal compliance, we adhere to internal guidelines and all legal requirements pertaining to our international business operations.

We develop efficient and competitive logistics solutions based on rail freight transport. We have been ISO 9001:2015 (Quality Management Systems) certified since 2018, and as of July 2025, we also hold valid certification under ISO 14001:2015 (Environmental Management Systems), ISO 50001:2018 (Energy Management Systems), and ISO 45001:2018 (Occupational Health and Safety Management Systems). In our business segment, we are also subject to the standards ECM DVO (EU) 2019/779 and EN 15085-2:2024 CL 1 D, S

Innofreight is committed to protecting the environment, conducting business sustainably, using energy in a resource-efficient manner, developing and providing a healthy work environment for employees, and actively managing and reducing risks in all areas. We make our performance in the areas of quality, environment, energy, occupational safety, and health protection measurable and manageable through specific goals and key performance indicators.

### Group employees

In order to maintain our market position, we employ professional personnel development measures to continuously preserve and broaden our expertise.

Our employees are the heartbeat of the Company and shape the corporate image both internally and externally.

We are fully committed to our management principles and accept the daily challenge of integrating them into our behaviour and continuously developing ourselves as managers.

Promoting employees and strengthening quality, environmental and safety awareness are ongoing management tasks in all areas of the Company. All employees are expected to make a clear commitment to our principles and to contribute actively to the continuous improvement of processes and services. This includes a willingness to undergo further training in their own areas of responsibility.

|                  | Function           | Name               | Date       | Result      |
|------------------|--------------------|--------------------|------------|-------------|
| Version erstellt | Quality Management | Miriam Fuchs       | 07.08.2026 |             |
| Geprüft          | Human Resources    | Hanne Holzschuster | 23.09.2026 | In Ordnung  |
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## Quality

It is in the best interests of our Company, employees and business partners to maintain a consistently high standard of quality with the aim of continuous improvement.

The high level of expertise of our employees, modern working conditions in a dynamic environment, a motivating corporate culture, a strong customer focus and professional behaviour in a volatile market ensure that we achieve our quality goals.

Supplier relationships based on respect and transparency and the deep integration of our values and standards are an essential part of our daily business practice.

## Environmental and energy policy

Guided by the principles of environmental protection, energy efficiency and resource conservation, we design and develop environmentally friendly, sustainable logistics solutions. By shifting transport from road to rail, we reduce environmental impact and make a significant contribution to environmental protection and sustainability.

Innofreight and all its business partners are committed to complying with all applicable environmental legislation, guidelines and standards with the aim of continuously evaluating and improving these standards and reducing activities that are harmful to the environment.

We are committed to compiling a reliable database of energy consumption in the manufacture of our products, in the products themselves and in the working environments in which we operate. We use the provision and processing of this data to derive our energy targets.

Sourcing and manufacturing cost-effective, energy-friendly products and their efficient disposal or recycling is and remains an important corporate goal.

## Health and safety

Our corporate policy objectives in relation to occupational health and safety are synonymous with our business objectives.

Our business philosophy includes compliance with mandatory obligations arising from legislation, regulations, directives, official requirements and customer specifications.

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Our workstations are designed according to the latest ergonomic concepts and incorporate technical safety measures to prevent injuries and illnesses. When developing products, we also focus on safe handling and operation for our workforce, as well as for our customers and their employees.

Thanks to the high level of involvement of our employees and the regular exchange of information with customers and suppliers, we are able to identify potential risks at an early stage. Together, we define measures to reduce or eliminate risks and work on primary prevention concepts.

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