

Group Policy Supplier Code of Conduct

Foreword

Dear suppliers,

As a globally active logistics group, Logwin AG and all affiliated companies within the meaning of Section 15 of the German Stock Corporation Act (AktG) (hereinafter "Logwin") are aware of their special responsibility for human rights and environmental issues in the supply chains.

We anchor these values in this Supplier Code and in our Declaration of Principles on Human Rights and Social Standards.

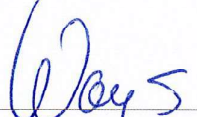
The acceptance of our Supplier Code in a binding manner is a prerequisite for a business relationship with Logwin. We expect our suppliers (natural and legal persons who sell services, raw materials, products or processes, themselves or through third parties, e.g. subcontractors or distributors, to Logwin or provide them for Logwin) to comply with our principles. We derive the basis of our own actions and the requirements we place on our suppliers from internationally recognised standards and principles. In particular, we follow the principles of the "UN Global Compact" and the conventions of the International Labour Organisation (ILO).

In order to ensure compliance with the standards, in addition to a continual, open exchange, we also require your active support as a supplier in the form of appropriate monitoring and regular checks of your own suppliers.

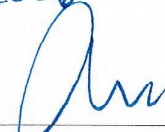
For Logwin AG

Grevenmacher, the

April 1st, 2026



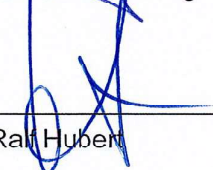
Dr. Antonius Wagner



Axel Steiner



Sebastian Esser



Ralf Hubert



Nam Pham

A. Laws and business ethics

The business conduct of Logwin and its employees is always in line with the company's values and principles of conduct as set out in this Supplier Code and the Logwin Code of Conduct.

I. Supply chain risks

We expect our suppliers to base their business practices on social, environmental, and economic principles, particularly in accordance with the principles and guidelines set forth in this Supplier Code of Conduct. In addition, we require that they ensure these requirements are passed on to their respective subcontractors in a manner that is binding.

In order to meet these requirements, we expect active cooperation and support from our suppliers in identifying and assessing any risks, in particular through

- The acceptance of on-site inspections by us or by third parties commissioned by us. On-site inspections will be announced in advance and carried out jointly in compliance with applicable law;
- (Self-)disclosure of circumstances relating to supply chain risks; and
- The use and disclosure of the whistleblowing and complaint channels provided by us, to our own employees as well as to the employees of our suppliers' subcontractors.

Logwin expressly reserves the right to check the implementation of risk management measures at its suppliers systematically and in individual cases. Our suppliers should pass these values and principles to their employees and their sub-supplier in a suitable form and train them accordingly.

II. Compliance with applicable law

Logwin complies with applicable international, national and local laws and regulations, as these form the indispensable basis of sustainable, entrepreneurial success.

Logwin requires its suppliers to observe and comply with the applicable laws and regulations of the respective country of their activity. This includes, in particular, tax laws, customs regulations as well as regulations to avoid money laundering. Violations of the law are not accepted by Logwin.

When providing services and transferring goods (e.g., merchandise, software, and technology), national and international laws and regulations governing import, export, trade, brokerage, or financing transactions must always be taken into account and complied with. Logwin requires its suppliers to ensure, through appropriate processes, that transactions and activities with both third parties and Logwin do not violate export control and sanctions laws, and that any necessary documentation and information is provided immediately.

III. Anti-corruption and conflict of interest avoidance

The business relationship with Logwin should be free from unfair methods. Logwin is firmly committed against bribery and corruption. Abuse of one's position for personal gain, for the benefit of third parties or to the detriment of Logwin will not be tolerated.

Violations are consistently prosecuted and the principle of zero tolerance applies.

IV. Diligence in dealing with business assets

If you as a supplier of Logwin have been provided with equipment, operating resources, information technology, software, data, intellectual property or other property, you are obliged to handle it carefully and responsibly and to protect it from unauthorised access by third parties.

V. Fair competition

Agreements under competition law, in particular market-relevant agreements on prices, offers, business relations or market shares are not tolerated by Logwin.

Suppliers and service providers are selected in an orderly process according to objective and comprehensible criteria.

B. Human rights and working conditions

I. Fair working conditions, health

Logwin expressly commits to the above-mentioned principles and guidelines on respect for human rights and expects such a commitment also from its suppliers. In particular, we expect from our suppliers to respect the dignity of human beings and the personal rights of those with whom they are associated through business relationships or products. Logwin requires that all suppliers proactively prevent human rights violations through their own due diligence processes and, if such violations occur, that they be remedied immediately.

Logwin requires its suppliers to strictly comply with all local, regional, and international regulations regarding health and safety, as well as working hours and rest periods. In addition, suppliers must ensure the payment of a fair wage on a contractual basis, which is at least equal to the legally guaranteed minimum wage and is in line with the respective national labour market.

Suppliers are expected to identify and minimise risks to physical integrity.

In particular, suppliers are obliged to create a suitable and safe working environment for their employees by taking appropriate care and complying with legal requirements, for example by providing personal protective equipment, establishing emergency plans and regularly conducting emergency drills.

II. Diversity and equal treatment in the working environment

Logwin requires its suppliers to create an appreciative working environment free from discrimination for their employees.

Any Discrimination against people in hiring or employment based on their ancestry, social background, health status, disability, sexual orientation, age, gender, political views, religious or philosophical beliefs is not tolerated by Logwin.

III. Rejection of forced and child labour

Any form of child labour, forced and compulsory labour, modern slavery, involuntary or exploitative prison labour, human trafficking or other forms of exploitation are not accepted.

In any case, the employment of persons younger than 15 years is prohibited. Persons under the age of 18 require special protection. It must be ensured that they do not perform work that, due to its nature or the circumstances in which it is carried out, endangers their safety or health, such as night shifts or overtime (ILO 138).

IV. Freedom of association and assembly

Employees shall have the right, in accordance with applicable national laws, to join or not to join trade unions or employee representative bodies. This includes, among other things, the right to collective representation of interests, participation in collective bargaining where applicable, and—to the extent provided by law—the right to strike.

If private or public security personnel are deployed, it must be ensured that they respect human rights and are not used to restrict the freedom of association.

C. Environment

Logwin is committed to the principles of sustainable business practices and environmental protection as core values of its corporate activities. Our suppliers are also expected to act responsibly with regard to environmental protection and the conservation of limited natural resources, and to comply with applicable environmental laws. In particular, the protection of soil, water, and air, as well as the avoidance of unnecessary noise emissions and excessive water consumption, must always be observed.

Any involvement in unlawful evictions through which local communities are deprived of land, forests, or waterways that sustain their livelihoods is not tolerated.

D. Complaint procedure, whistleblowing office

Logwin offers all employees and external third parties the possibility to report any violations of the law and grievances at Logwin and along the supply chain. If desired, this can also be done without disclosing one's own identity. All incoming reports will be immediately investigated. Suspected cases will be investigated and violations followed up.

The following reporting and complaint channels are open:

Logwin Holding Aschaffenburg GmbH

-Legal Department-

Stockstädter Straße 12

63762 Großostheim

Email: Compliance@logwin-logistics.com

Phone: +49-6021-343-3990

Information on violations of this Code of Conduct, in particular on human rights violations, can also be provided via the Logwin whistleblowing system. The system allows for completely anonymous communication if desired.

The whistleblower system can be accessed in the following way:

<https://report.whistleb.com/en/logwin>



Logwin has also created the function of an external whistleblowing officer, staffed with Ms. Stella Grenz-Richter. She can be contacted as follows:

Telephone: +49-6027-4076641

Email: Hinweisgeberstelle@grenz-richter.de

Further information on the whistleblowing office is available on the Internet at

Compliance Logwin (logwin-logistics.com)

This Supplier Code of Conduct is an integral part of all contractual agreements with the respective Logwin Group company.

We hereby confirm that we have received and understood the Logwin Supplier Code of Conduct. We undertake to comply with the principles and requirements of the Supplier Code and to pass them on to our own suppliers. Furthermore, we confirm that we are aware of the relevant legal requirements of the countries in which our company operates. We will report any violations of this Supplier Code.

_____ Place, date

Name of the company in block letters

Company stamp

Signatory's name in block capitals

Signature of signatory